

**Village of Ruidoso
Benefits**

Revised 10-22-2014

	Regular	Fire Fighters	Police
Stand by Pay	Non-exempt positions	No	Certain Positions
Call Back Pay	Non-exempt positions	Yes	Certain Positions
Holidays	8 days	8 days	8 days
Vacation Leave			
1 - 36 months	4 hours per pay period = 104 hrs a year	5.30 hours per pay period = 137.80 hrs a year	4 hours per pay period = 104 hrs a years
37 - 60 months	5 hours per pay period = 130 hrs a year	6.15 hours per pay period = 159.90 hrs a year	5 hours per pay period = 130 hrs a year
61 - 119 months	6.50 hours per pay period = 169 hrs a year	7.75 hours per pay period = 201.50 hrs a year	6.50 hours per pay period = 169 hrs a year
120 - 149 months	7 hours per pay period = 182 hrs a year	9.15 hours per pay period = 237.90 hrs a year	7 hours per pay period = 182 hrs a year
150 - 239 months	7.50 hours per pay period = 195 hrs a year	10.30 hours per pay period = 267.80 hrs a year	7.50 hours per pay period = 195 hrs a year
240 months or more	8.50 hours per pay period = 221 hrs a year	11.20 hours per pay period = 291.20	8.50 hours per pay period = 221 hrs a year
Vacation Balance Maxiur	260 Hours	330 Hours	260 Hours
Sick Leave	4 hours per pay period = 104 hrs a year	4.98 hours per pay period = 128.70 hrs a year	4 hours per pay period = 104 hrs a year
Personal Days (Floating Holidays)	32 Hours	32 Hours	32 Hours
Safety Morale Day	1 day	1 day	1 day
Jury Duty	Yes	Yes	Yes
Military Leave	15 days	15 days	15 days
Bereavement Leave	3 days	1 day (24 hour shift)	3 days
P.E.R.A. (Employee%/Employer%)	6.25% / 13.95% Plan 2	13.30% / 26.05% Plan 5	13.40% / 23.30% Plan 5
Social Security	Yes (6.20%)	Yes (6.20%)	Yes (6.20%)
Medicare	Yes (1.45%)	Yes (1.45%)	Yes (1.45%)
Insurance - Health, Dental, and Visio (Employee%/Employer%)	20%/80%	20%/80%	20%/80%
Long Term Disability (for Full Time/ Part Time Employees)	Paid 100% by Employer	Paid 100% by Employer	Paid 100% by Employer
Basic Life (\$10,000 employee, \$2,000 Spouse, \$1,000 Children)	Paid 100% by Employer	Paid 100% by Employer	Paid 100% by Employer
Supplemental Life/Dependant Life	Optional Employee pays 100%	Optional Employee pays 100%	Optional Employee pays 100%
S-125 Cafeteria Plan to purchase Voluntary Whole Life, Accident Insurance, Short Term Disability, GAP Insurance and Critical Illness	Optional	Optional	Optional
Uniform/ or Uniform Allowance	Uniforms provided for field workers	\$100.00 monthly for Fire Fighters	\$100.00 monthly for Police Officers
Take Home Vehicle	Certain Positions	Certain Positions	Yes (Police Officers)
Tool Allowance	Certain Positions (\$40.00 a month)	No	No
Cellular Allowance	Certain Positions (\$30 or \$50 a month)	Certain Positions (\$30 or \$50 a month)	Certain Positions (\$30 or \$50 a month)
Unemployment Insurance	Yes	Yes	Yes
Sick Leave Donation	Voluntary up to 10% of any balance over 120 hours	Voluntary up to 10% of any balance over 120 hours	Voluntary up to 10% of any balance over 120 hours
Sick Leave Buy Back	Sell any Sick Leave over 520 hours at (2 for 1) twice a year based on Village Manager approval	Sell any Sick Leave over 689 hours at (2 for 1) twice a year based on Village Manager approval	Sell any Sick Leave over 520 hours at (2 for 1) twice a year based on Village Manager approval
ICMA Defered Compensation Plan	Optional	Optional	Optional
P.E.R.A. 457 Defered Compensation Plar	Optional	Optional	Optional