



**City of Sidney  
Non Bargaining positions  
Benefit Package September 1, 2016**

Payday	Bi-Weekly
Probationary Period	Initial probationary period shall be for a period of 12 months.
Performance Evaluation	Three, Five and Eleventh Month.
Pay increases for new hires	Wage step increase after the first six (6) months of employment subject to a satisfactory performance evaluation. Annually thereafter
Holidays:	New Years Day                      Labor Day Presidents Day                      Floating Holiday Good Friday                      Thanksgiving Day Independence Day                      Christmas Eve Day Memorial Day                      Christmas Day Martin Luther King Day
Medical Insurance	Employees may choose to be part of the H.S.A. plan or Opt Out. Employee pays 13% of monthly premium and may choose Single, EE/Spouse, EE/children, or Family Coverage.
Vacation	3.08 hours vacation per pay period, etc.
Sick leave	5.54 hours sick leave per pay period.
Personal Business Days	Earn one (1) day per quarter after 6-months probation.
Life Insurance	50,000 term life and 50,000 AD&D is provided by the City of Sidney for full time employees only.
Fitness Club Membership	Available to full time employees, up to the limits of the Sidney Ohio Code of Ordinances Chapter 131.393. The benefit must be used at least 52 times within a 12-month period. This is a taxable benefit
Tax Deferred Savings	I.C.M.A. or OPED employee's option.
Pension Plan	Employee pays 10% into the OPERS (Pension Plan).
Supplemental Insurance	Available through Allstate @ employee's expense.

**This is not a job offer. The City of Sidney may alter, change, and omit the above benefits.**