

THE CITY OF TIFTON

Full-Time Employment Benefits



COMPETITIVE SALARIES | GREAT RETIREMENT | COMPREHENSIVE BENEFITS PACKAGE

WORK/LIFE BALANCE

Vacation

1-4 years	80 hours/year
5-9 years	120 hours/year
10 years +	160 hours/year

Holiday

11 fixed holidays/year,
inclusive of holiday pay

Sick Leave

96 hours/year



RETIREMENT



OPTIONS

Pension



The City participates in the **Georgia Municipal Employee Benefit System (GMEBS) pension plan**, offered through GMA. Benefit multiplier at 1.5% with a **5 year vesting** and 3% employee contribution.

457 Deferred Compensation

A Defined Contribution Plan (DC) option is also available through GMA with a required 3% contribution of compensation and the city matching contributions (50%) up to 6%.

A voluntary 457 Deferred Compensation Plan through John Hancock is available for employee participation.

Public Safety Employees are eligible for retirement after rule of 75 is met (years of service + age = 75)



INSURANCE



Health, Dental, Vision, Long Term/Short Term Disability, Flex Spending & Health Savings Accounts and Life Insurance policies are offered.

The City pays 84% of medical premiums for employees. The City also pays **75% of term life** insurance for employees.