



CITY OF CAÑON CITY

Human Resources

P.O. Box 1460 • 128 Main Street
Cañon City, CO 81215-1460
(719) 269-9011 • www.canoncity.org

2026 BENEFITS SUMMARY

| Benefit | Description | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------------------|---|--|------------------|----------------------------|------------------------|------------------------|--------------|---------------|------------------|------------|-----------|--------------------------|---------------|-----------|---------------|------------|-----------|---------------|------------|-----------|-----------|-------------|-----------|
| Benefits by Employee Class | Full-Time: | Healthcare, Vision, Dental, PTO, Paid Holidays, Wellness Benefit, Tuition Reimbursement, City Paid Basic Life Insurance for employee, spouse and dependents, Voluntary Life and AD&D, Flexible Spending Accounts for Health and Dependent Care Expenses, Employee Assistance Program (Mutual of Omaha & Solvista -mental health sessions). | | | | | | | | | | | | | | | | | | | | | |
| | Part-Time: | Pro-Rated PTO & Paid Holidays | | | | | | | | | | | | | | | | | | | | | |
| | Full Time & Part-Time: | Retirement, AFLAC, MASA, Pet Insurance, Cell Phone Discount, Short-Term and Long-Term Disability | | | | | | | | | | | | | | | | | | | | | |
| | Seasonal: | Sick Leave (1 hour accrued for every 30 hours worked) | | | | | | | | | | | | | | | | | | | | | |
| | Temporary: | Sick Leave (1 hour accrued for every 30 hours worked) | | | | | | | | | | | | | | | | | | | | | |
| Paid Time Off (PTO) | All regular full-time employees begin accruing PTO from day one of employment according to the chart below. Accrual for part-time employees is prorated (1/2 of the accrual rates in the chart below). Accrual for seasonal or temporary employees is 1 hour for every 30 hours worked with a 48-hour max accrual. Employees may begin using PTO accrual as it is accrued but may not use PTO in advance of accrual. | | | | | | | | | | | | | | | | | | | | | | |
| | <table border="1"><thead><tr><th>Years of Service</th><th>PTO Accrued Per Pay Period</th><th>Max Accrual</th></tr></thead><tbody><tr><td>0 - 1 year</td><td>4.92 hours</td><td>144 hours</td></tr><tr><td>1 - 4 years</td><td>6.77 hours</td><td>192 hours</td></tr><tr><td>5 – 9 years</td><td>7.69 hours</td><td>240 hours</td></tr><tr><td>10 – 14 years</td><td>8.62 hours</td><td>288 hours</td></tr><tr><td>15 – 19 years</td><td>9.54 hours</td><td>336 hours</td></tr><tr><td>20+ years</td><td>10.46 hours</td><td>384 hours</td></tr></tbody></table> | | Years of Service | PTO Accrued Per Pay Period | Max Accrual | 0 - 1 year | 4.92 hours | 144 hours | 1 - 4 years | 6.77 hours | 192 hours | 5 – 9 years | 7.69 hours | 240 hours | 10 – 14 years | 8.62 hours | 288 hours | 15 – 19 years | 9.54 hours | 336 hours | 20+ years | 10.46 hours | 384 hours |
| Years of Service | PTO Accrued Per Pay Period | Max Accrual | | | | | | | | | | | | | | | | | | | | | |
| 0 - 1 year | 4.92 hours | 144 hours | | | | | | | | | | | | | | | | | | | | | |
| 1 - 4 years | 6.77 hours | 192 hours | | | | | | | | | | | | | | | | | | | | | |
| 5 – 9 years | 7.69 hours | 240 hours | | | | | | | | | | | | | | | | | | | | | |
| 10 – 14 years | 8.62 hours | 288 hours | | | | | | | | | | | | | | | | | | | | | |
| 15 – 19 years | 9.54 hours | 336 hours | | | | | | | | | | | | | | | | | | | | | |
| 20+ years | 10.46 hours | 384 hours | | | | | | | | | | | | | | | | | | | | | |
| Holidays | The City of Cañon City observes the following holidays as paid days off: <table border="1"><tbody><tr><td>New Year's Day</td><td>Thanksgiving Day</td></tr><tr><td>Martin Luther King Day</td><td>Day after Thanksgiving</td></tr><tr><td>Memorial Day</td><td>Christmas Eve</td></tr><tr><td>Independence Day</td><td>Christmas</td></tr><tr><td>Labor Day</td><td>New Year's Eve (1/2 day)</td></tr><tr><td>Veteran's Day</td><td></td></tr></tbody></table> Beginning with the first holiday after date of hire, regular full-time employees will receive eight (8) hours of holiday pay and regular part-time employees will receive four (4) hours of holiday pay. Temporary and seasonal employees are not entitled to holiday pay. | | New Year's Day | Thanksgiving Day | Martin Luther King Day | Day after Thanksgiving | Memorial Day | Christmas Eve | Independence Day | Christmas | Labor Day | New Year's Eve (1/2 day) | Veteran's Day | | | | | | | | | | |
| New Year's Day | Thanksgiving Day | | | | | | | | | | | | | | | | | | | | | | |
| Martin Luther King Day | Day after Thanksgiving | | | | | | | | | | | | | | | | | | | | | | |
| Memorial Day | Christmas Eve | | | | | | | | | | | | | | | | | | | | | | |
| Independence Day | Christmas | | | | | | | | | | | | | | | | | | | | | | |
| Labor Day | New Year's Eve (1/2 day) | | | | | | | | | | | | | | | | | | | | | | |
| Veteran's Day | | | | | | | | | | | | | | | | | | | | | | | |
| Retirement/Pension Plan | <p>Non-Sworn: After six (6) months of continuous employment all regular full-time and regular part-time employees are required to participate in the City's pre-tax 401a plan. A matching rate of 4.9% of gross wages for both employer and employee is applied to the plan. There is a three-year cliff vesting period.</p> <p>Sworn: All Sworn Officers are automatically enrolled in FPPA's Pension Plan. For 2026, the contribution amount is 12%. For 2026, the City of Cañon City matches 11.0%. There is also a 4% Death and Disability benefit with a rate split of 1.2% employee and 2.8% City.</p> | | | | | | | | | | | | | | | | | | | | | | |

| Retirement 457 and Roth IRA plan | <p>Non-Sworn: The first of the month following date of hire, eligible employees may contribute to a 457 or Roth IRA by way of pre-tax payroll deduction.</p> <p>Sworn: Sworn Officers are also automatically enrolled in the FPPA 457 Plan at 3.1%. Sworn Officers also have the option to contribute to a Roth IRA.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|------------|---------------|-----------|------------|---------------|---------|----------|----------|--------------|----------|----------|------------|--------|----------|------------|------------|--------|---------------|-----------|------------|---------------|---------|----------|----------|--------------|----------|----------|------------|--------|----------|------------|------------|
| Health, Dental and Vision Insurance | <p>The City offers group medical, dental and vision insurance provided by Meritain through the Aetna network for regular full-time employees (min. 30 hours per week) and dependents. Enrollment is required for all regular full-time employees.</p> <p>Eligibility is determined as follows:</p> <ul style="list-style-type: none"> • An employee hired on or between the 1st and the 15th day of any month becomes eligible for coverage on the first day of the month following the date of employment. • An employee hired on or after the 16th day of any month becomes eligible on the first day of the second month following thirty (30) days of continuous employment. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bi-Weekly Rates | <table border="1"> <thead> <tr> <th>Plan A</th> <th>Employee Cost</th> <th>City Cost</th> <th>Total Cost</th> </tr> </thead> <tbody> <tr> <td>Employee Only</td> <td>\$78.36</td> <td>\$444.07</td> <td>\$522.43</td> </tr> <tr> <td>Employee + 1</td> <td>\$166.39</td> <td>\$942.91</td> <td>\$1,109.30</td> </tr> <tr> <td>Family</td> <td>\$195.63</td> <td>\$1,108.61</td> <td>\$1,304.24</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Plan B</th> <th>Employee Cost</th> <th>City Cost</th> <th>Total Cost</th> </tr> </thead> <tbody> <tr> <td>Employee Only</td> <td>\$48.58</td> <td>\$437.28</td> <td>\$485.86</td> </tr> <tr> <td>Employee + 1</td> <td>\$103.16</td> <td>\$928.49</td> <td>\$1,031.65</td> </tr> <tr> <td>Family</td> <td>\$121.29</td> <td>\$1,091.66</td> <td>\$1,212.95</td> </tr> </tbody> </table> | Plan A | Employee Cost | City Cost | Total Cost | Employee Only | \$78.36 | \$444.07 | \$522.43 | Employee + 1 | \$166.39 | \$942.91 | \$1,109.30 | Family | \$195.63 | \$1,108.61 | \$1,304.24 | Plan B | Employee Cost | City Cost | Total Cost | Employee Only | \$48.58 | \$437.28 | \$485.86 | Employee + 1 | \$103.16 | \$928.49 | \$1,031.65 | Family | \$121.29 | \$1,091.66 | \$1,212.95 |
| Plan A | Employee Cost | City Cost | Total Cost | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee Only | \$78.36 | \$444.07 | \$522.43 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee + 1 | \$166.39 | \$942.91 | \$1,109.30 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Family | \$195.63 | \$1,108.61 | \$1,304.24 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Plan B | Employee Cost | City Cost | Total Cost | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee Only | \$48.58 | \$437.28 | \$485.86 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee + 1 | \$103.16 | \$928.49 | \$1,031.65 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Family | \$121.29 | \$1,091.66 | \$1,212.95 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Flexible Spending Account | Eligible employees may enroll in Flexible Spending Accounts (FSA) through payroll deduction with pre-tax dollars. The medical FSA can be used to pay for eligible medical, dental, vision and prescription expenses that are not paid for by your insurance plan. A dependent care FSA can be used for dependent care expenses is also available. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee Assistance Program (EAP) | Confidential counseling for benefit eligible employees and dependents. Legal assistance and financial resources. Dependent and eldercare resources. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Life Insurance | Administered through Mutual of Omaha, eligible employees (Full-Time) receive \$150,000 in life insurance coverage, \$20,000 for eligible spouse and up to \$5,000 for eligible children. The eligibility date for life insurance coverage is the same as for health insurance. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Disability Plan | The City of Cañon City pays 100% of the premium for Short-Term Disability and Long-Term Disability Insurance for employees working at least 30 hours per week. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Other Benefits | <p>In addition to the above-mentioned benefits, the City of Cañon City offers the following to eligible employees:</p> <ul style="list-style-type: none"> • Voluntary life and AD&D insurance (Maximum benefit with EOI is \$500,000 for employee and \$250,000 for dependents) • Tuition Reimbursement program • AFLAC policies: Accident, Hospital, Cancer, Dental and Vision Coverage • Ground and Air Ambulance Insurance through MASA • Royal Gorge Bridge Annual Pass (Employee and Guest) • Pet Insurance through Nationwide • Cell Phone Discounts (T-Mobile) • Uniform and Boot Allowance for qualified positions | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Direct Deposit | All employees are required to enroll in direct deposit. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |