



# CITY OF CAÑON CITY

Human Resources

P.O. Box 1460 • 128 Main Street  
Cañon City, CO 81215-1460  
(719) 269-9011 • [www.canoncity.org](http://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><tr><td>Years of Service</td><td>PTO Accrued Per Pay Period</td><td>Max Accrual</td></tr><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></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
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Holidays	The City of Cañon City observes the following holidays as paid days off:																							
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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.																								
Retirement/Pension Plan	<b>Non-Sworn:</b> 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.																							
	<b>Sworn:</b> 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.																							

Retirement 457 and Roth IRA plan	<b>Non-Sworn:</b> 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. <b>Sworn:</b> 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.																																
Health, Dental and Vision Insurance	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. Eligibility is determined as follows: <ul style="list-style-type: none"><li>• 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.</li><li>• 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.</li></ul>																																
Bi-Weekly Rates	<table><tr><td>Plan A</td><td>Employee Cost</td><td>City Cost</td><td>Total Cost</td></tr><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></table> <table><tr><td>Plan B</td><td>Employee Cost</td><td>City Cost</td><td>Total Cost</td></tr><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></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
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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	In addition to the above-mentioned benefits, the City of Cañon City offers the following to eligible employees: <ul style="list-style-type: none"><li>• Voluntary life and AD&amp;D insurance (Maximum benefit with EOI is \$500,000 for employee and \$250,000 for dependents</li><li>• Tuition Reimbursement program</li><li>• AFLAC policies: Accident, Hospital, Cancer, Dental and Vision Coverage</li><li>• Ground and Air Ambulance Insurance through MASA</li><li>• Royal Gorge Bridge Annual Pass (Employee and Guest)</li><li>• Pet Insurance through Nationwide</li><li>• Cell Phone Discounts (T-Mobile)</li><li>• Uniform and Boot Allowance for qualified positions</li></ul>																																
Direct Deposit	All employees are required to enroll in direct deposit.																																