2026 Benefits-At-A-Glance For Town Of Camillus Highway Department Employees

Benefit Eligibility	**After 60 days of employment for any full-time employee benefit. The hire date becomes the Seniority Date for all benefits.**
Department Work Hours	The Highway Department sets hours based on the season and need. Regular hours: 7:00 – 3:30 pm.
Health Insurance	Greater Tompkins County Municipal Health Insurance Consortium's Platinum and Gold Plans. The employee pays 17% of the premium for the Greater Tompkins County Municipal Health Insurance Consortium's Platinum and Gold Plans. Eligibility is after 60 days of employment.
Health Reimbursement Account	Employees who elect Plan Gold are eligible to participate in a health reimbursement account ("HRA") providing reimbursement of eligible medical expenses up to 89% of the out-of-pocket maximum amount for the applicable plan. *The new-employee HRA benefit is prorated from 1/1.*
Health Insurance Opt-out	A regular full-time employee who qualifies to enroll in a health insurance plan who elects to opt out receives a monthly reimbursement: individual-only coverage-$100.00 per month, family coverage-$150.00 per month, paid biweekly. Eligibility is after 60 days of employment.
Clothing Allowance	Highway employees receive an $800.00 annual clothing allowance, pro-rated in the first year to the date of hire.
Sick Days	12 paid sick days each year, earned one day per month of employment. The TOC will advance 6 sick days for serious illness/injury with proper medical documentation.
Personal Days	3 paid personal days each calendar year awarded on 1/1 or prorated in first year of employment.
Paid Holidays	Announced annually and paid from hire date: New Year's Day, M.L. King Day, President's Day, Memorial Day, July 4, Labor Day, Columbus Day, Election Day, Veteran's Day, Thanksgiving Day, Christmas Day. *Floater is typically the Friday after Thanksgiving.*
Paid Vacation	1-5 years: 2 weeks 6-10 years: 3 weeks 11-15 years: 4 weeks 16-25 years: 5 weeks 26 years: 6 weeks.
Overtime Pay	Hourly employees are paid 1.5 times the hourly rate for overtime work of more than 8 hours per day or more than 40 hours per week.
Retirement	The pension plan and the guaranteed ordinary death are option 60-b of the New York State Employees Retirement System.
Parks & Rec.	Program rates are discounted at 50% for season passes and program fee.

THIS IS A SUMMARY ONLY:

Complete benefit descriptions are in the CSEA, Local 1000 AFSCME, AFL-CIO Town of Camillus Unit 7816-00 Onondaga County Local 834 collective bargaining agreement and the Town of Camillus current Employee Handbook.