



Full-Time Employee Benefits July 2022 – June 2023

Vacation:

Employees, except director level positions, shall accrue vacation leave on a per pay period basis in accordance with the following schedule:

Years of Service	Full-Time Employees	Full-Time 24-Hour Fire Employees
1 st through 4 th Year of Service	3.08 hours	4.62 hours
5 th through 15 th Year of Service	4.62 hours	6.46 hours
16+ Years of Service	6.15 hours	8.31 hours

Holidays – 10 paid holidays (New Year’s Day, President’s Day, Memorial Day, Independence Day(4th of July), Labor Day, Veteran’s Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day)

Full-Time 24 HR Fire/EMS will be awarded 80 hours of holiday time in a holiday bank on the first payroll in July.

Sick Leave – Employees accrue sick leave on a per pay period basis, totaling 96 hours annually, 144 for full-time 24-hour Fire employees.

Life Insurance – The City provides \$50,000 of life insurance for the employee. Employees may purchase additional voluntary life insurance for themselves, their spouse, and children.

Long Term Disability – The City provides Long Term Disability for each full-time employee.

Voluntary Short-Term Disability – Voluntary Short-Term Disability is available for purchase by the employee.

Health/Dental/Vision Insurance - Monthly premium – for Wellness participants:

Single – \$118.70	Employee/Spouse – \$284.08
Family - \$308.70	Employee/Child(ren) – \$278.38

Flexible Spending Plan – Medical and Dependent Care. Employees receive an annual employer contribution of \$500.

Retirement:

IPERS – Iowa Public Employees Retirement System
ICMA-RC 457 Retirement Plan available, non-matching.