



Full-Time Employee Benefits: July 2023 – June 2024

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	80 hours	120 hours
5 th through 9 th Year of Service	120 hours	168 hours
10 th through 14 th Year of Service	160 hours	216 hours
15 th year of continuous Service	168 hours	240 hours
16 th year of continuous Service	176 hours	264 hours
17 th year of continuous Service	184 hours	288 hours
18 th year of continuous Service	192 hours	312 hours
19 th year of continuous Service	200 hours	336 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) plus 16 hours of floating holiday.

Full-Time 24 HR Fire/EMS will be awarded 96 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. Full-time 24-hour Fire employees accrue 144 hours.

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 – \$122.06	Employee/Spouse – \$292.28
Family - \$317.48	Employee/Child(ren) – \$286.66

Flexible Spending Plan: Plans available for Medical and/or Dependent Care. Non-union employees receive an annual employer contribution of \$500.

Retirement:

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