

**OPERATING ENGINEERS BARGAINING UNIT**  
**BENEFIT SUMMARY FOR ELIGIBLE EMPLOYEES**

**HOLIDAYS:** Twelve days

**PERSONAL DAY:** Three days for Water Department employees;  
Two days for all other employees

**VACATION:**

After 1 year through 7 years of service	two weeks
After 8 years through 14 years of service	three weeks
After 15 years through 21 years of service	four weeks
After 22 years or more of service	five weeks

**SICK LEAVE:** Accrue one workday (8 hours) for each full month of service. Maximum accumulation is 120 days (960 sick leave hours).

**BEREAVEMENT LEAVE:** Depending upon relationship of deceased, one to five workdays off with pay.

**PARENTAL LEAVE:** Eligible employees will receive their regular base pay and benefits for up to twelve weeks following the date of birth, adoption event or foster-to-adopt placement. Longevity pay may or may not be included..

**LONGEVITY:**

<b><u>Years of Service</u></b>	<b><u>Percent of the Base Wage</u></b>
After 6 years	1%
After 12 years	2%
After 18 years	3%
After 24 years	4%
After 30 years	5%

**INSURANCE:** The City offers a Preferred Provider Organization (PPO) Health Plan. The employee pays 15% and the City pays 85% of the cost of the premium for the health and prescription drug insurance plans for which the employee is enrolled. The prescription drug program provides for the following co-pay arrangement: \$5.00 Generic Drugs, \$15.00 Preferred Brand Drugs and \$25.00 Non-Preferred Brand Drugs. A dental plan is offered to employees. The employee is responsible for paying 100% for both the single and family dental plan premium. Dental, health and prescription drug insurance premiums are pre-tax.

**LIFE, AD&D, DISABILITY INCOME PROTECTION INSURANCE:** The City provides a \$25,000 term life insurance policy with accidental death and dismemberment coverage. Employees may purchase an additional amount up to \$200,000 in term life insurance. Up to \$25,000 in term life coverage may also be purchased for a spouse and up to \$15,000 for children. The City also provides a disability income protection plan that pays 60 percent of the employee's pay up to \$250 per week for up to 52 weeks.

**FLEXIBLE SPENDING ACCOUNTS:** The City offers I.R.S. Code Section 125 Flexible Spending Accounts for medical, dental and dependent care expenses.

**RETIREMENT:** Iowa Public Employees Retirement System (IPERS)--the City contribution is 9.44% of covered wages and the employee contribution is 6.29% of covered wages.

**MISSIONSQUARE RETIREMENT DEFERRED COMPENSATION PLAN:** Employees may contribute up to \$24,500 per year. Employees 50 years of age and older may contribute up to \$32,500 per year. Employees age 60-63 may contribute up to \$35,750 per year. Employees may contribute on a pre-tax or after-tax (Roth) basis.

**EMPLOYEE ASSISTANCE PROGRAM:** The City retains the services of a premium, full-service Employee Assistance Program (EAP) provider. EAP provides support for all of life's challenges, while integrating wellness programming that optimizes employees' overall well-being.

**TUITION REIMBURSEMENT:** The City offers tuition reimbursement to invest in the potential of our employees and support growth and career development.

**PUBLIC SERVICE LOAN FORGIVENESS (PSLF):** As an employee of the City, you may be eligible for the Public Safety Loan Forgiveness program. Visit [studentaid.gov/pslf/](https://studentaid.gov/pslf/) for more information.

**DISCLAIMER:** The information described within this document is only intended to be a summary of benefits. It does not describe or include all benefit provisions, limitations, exclusions, or qualifications for coverage. Please review the Summary Plan Description for a complete explanation of benefits. If the benefits described herein conflict in any way with the Summary Plan Description, the Summary Plan Description will prevail. You can obtain a copy of the Summary Plan Description from the Human Resources Department.

**BARGAINING UNIT AFFILIATION:** This position is represented by the International Union of Operating Engineers, Local 234.

Rev: 12/11/2025