

OPERATING ENGINEERS BARGAINING UNIT
BENEFIT SUMMARY

HOLIDAYS: Eleven days

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

VACATION:

After 1 year of service	two weeks
After 8 years of service	three weeks
After 15 years of service	four weeks
After 22 years of service	five weeks

SICK LEAVE: Accrue one work day for each full month of service. Maximum accumulation is 120 days.

FUNERAL LEAVE: Depending upon relationship of deceased, one to five work days off with pay.

PARENTAL LEAVE: Eligible employees will receive their regular base pay (plus longevity) and benefits for up to twelve weeks following the date of birth, adoption event or foster-to-adopt placement.

LONGEVITY:

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

HEALTH INSURANCE: The City offers a Point-of-Service 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 Brand Name Formulary Drugs and \$25.00 Brand Name Non-formulary 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 (formerly ICMA-RC) DEFERRED COMPENSATION PLAN: Employees may contribute up to \$20,500 per year. Employees 50 years of age and older may contribute up to \$27,000 per year.

RESIDENCY: Employee shall establish their principle place of residence either within the corporate limits of the city of Dubuque or within thirty (30) miles of the corporate limits of the city of Dubuque by the most direct street, road or highway, as soon as practicable after appointment, but within two years of appointment.

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.

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