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EMPLOYMENT AS A DUBUQUE FIREFIGHTER BENEFIT SUMMARY FOR ELIGIBLE EMPLOYEES

HOLIDAYS: Cash payment based on eleven holidays

CASUAL DAY: Two days off with pay.

VACATION: After one (1) year of service - three (3) workdays.
After three (3) years of service - six (6) workdays.
After seven (7) years of service - eight (8) workdays.
After fourteen (14) years of service - ten (10) workdays.
After twenty-one (21) years of service - twelve (12) workdays.

SICK LEAVE: Earn 12-hours each month.

FUNERAL 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.

<u>LONGEVITY:</u>	<u>YEARS OF SERVICE</u>	<u>PERCENT OF BASE WAGE</u>
	After 5 years	1%
	After 10 years	2%
	After 15 years	3%
	After 20 years	4%
	After 25 years	7%

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: In order to be eligible for a service retirement at age 55, the employee must have completed 22 years of service. The City contribution is 22.98% of earnable compensation and the employee contribution is 9.40% of earnable compensation. This position is covered by Medicare but is not covered by Social Security.

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.

CLOTHING ALLOWANCE: A uniform is issued the first year. Thereafter, a \$550 annual clothing allowance is provided.

EMERGENCY MEDICAL TECHNICIAN (EMT) CERTIFICATION PAY: An employee in the classification of Firefighter who is certified as a/an:

- Paramedic will receive \$105 per month in addition to his/her base wage.
- Advanced EMT will receive \$40 per month in addition to his/her base wage.
- EMT will receive \$20 per month in addition to his/her base wage.

FIRE SCIENCE CERTIFICATION PAY: An employee who possesses an Associate's Degree in Fire Science from an accredited college or university shall receive payment in the amount of \$105 per month.

WORK SCHEDULE: Three platoons work an average of 56 hours per week. Each platoon works three alternating twenty-four-hour days followed by four days off duty.

BARGAINING UNIT AFFILIATION: This position is represented by the Dubuque Professional Firefighters Association, Local #25.

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/ 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.

Rev: 12/11/25