

2024 Benefit List*

Paid Holidays: New Year’s Day, Martin Luther King Day, President’s Day, Memorial Day, Independence Day, Labor Day, Veteran’s Day, Thanksgiving Day, Day After Thanksgiving, Christmas Eve, Christmas Day

Vacation: Upon Hire, employee will have a bank of 40 hours, which can be used within the first year, however, accrual will not begin until after Year 2. Thereafter,

Vacation Accrual:

| Upon Completion of: | Vacation Earned |
|----------------------------|------------------------|
| 1 Year | 40 hours |
| 2 Years | 80 hours |
| 7 Years | 120 hours |
| 13 Years | 160 hours |
| 20 Years | 200 hours |
| | |

Sick Leave: 8 hours per month = 96 per year up to 1600 hour maximum

Family Sick Leave: Up to 40 hours of sick leave may be used for family sick leave per year.

Comp Time: Employees can bank overtime hours into Comp Time to use later. It is banked at 1.5 times your overtime hours and there is an 80 hour cap.

Probationary Period: Police – 9 months (Special conditions exist)
All other employees - 6 months.

Iowa Public Employee Retirement System (IPERS): Required defined benefit plan in which the

- ◆ CITY: Percentage varies annually.
 - As of July 1, 2019- June 30, 2025: Employee contributes 6.29% of gross wages and the City of Nevada contributes 9.44% for a total of 15.73%.
- ◆ PROTECTION CLASSES (POLICE & FIRE): Percentage varies annually.
 - As of July 1, 2021-June 30, 2025: Employee contributes 6.21% of gross wages and the City of Nevada contributes 9.31% for a total of 15.52%. July 1, 2022-June 30, 2023: Employee 6.21%, City 9.31% Total 15.52%

Benefits:

- ◆ Wellmark, Blue Cross Blue Shield – 3 Health Insurance Plans offered. See separate sheet for description of plans and costs.
- ◆ \$500 Annual contribution to FSA or HSA (medical reimbursement, dependent care or health savings account provided you have a qualifying health savings plan)
- ◆ Family Delta Dental Insurance
- ◆ Family Avesis Vision Insurance
- ◆ ***Life Insurance:*** ***Madison National Life Insurance*** - \$10,000 Basic Life Insurance, AD&D and long-term disability provided for all employees.

*All benefits may be changed upon approval of the City Council.

Any questions may be directed to Kerin Wright, City Clerk at 515-382-5466 or email: kwright@cityofnevadaiaowa.org .