



# Waukeee

THE KEY TO GOOD LIVING

## Full-Time Employee Benefits July 2016 – June 2017

### **Vacation:**

- 1<sup>st</sup> Year of service – 5 working days per year
- 2<sup>nd</sup> – 4<sup>th</sup> years of service – 10 working days per year
- 5<sup>th</sup> – 15<sup>th</sup> years of service – 15 days per year
- 16<sup>th</sup> year of service plus – 20 days per year

**Holidays** – 10 paid holidays (New Year's Day, President's Day, Memorial Day, Independence Day (4<sup>th</sup> of July), labor Day, Veterans' Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day)

**Sick Leave** – 8 hours for each full month of employment

**Life Insurance** - \$20,000

**Long Term Disability** - provided

**Short Term Disability** - available

**Health/Dental/Vision Insurance** – Wellmark BC/BS - Zero Deductible; \$10 Co-pay; 90/10

\$170 Family - \$85 if participating in the Wellness Program

\$60 Single - \$30 if participating in the Wellness Program

Section 125 Flexible Spending Account – Medical and Dependent Care

### **Retirement**

IPERS – Iowa Public Employees Retirement System, City Contribution - 8.93%

ICMA-RC -- 457 Retirement Plan available, non-matching