



## Full-Time Employee Benefits July 2025 – June 2026

**Vacation:**

Employees, except director-level positions, shall accrue vacation leave on a per pay period basis by the following schedule:

Years of Service	Full-Time Employees	Full-Time 24-Hour Fire Employees
1 <sup>st</sup> through 4 <sup>th</sup> year of service	80 hours	120 hours
5 <sup>th</sup> through 9 <sup>th</sup> year of service	120 hours	168 hours
10 <sup>th</sup> through 14 <sup>th</sup> year of service	160 hours	216 hours
15 <sup>th</sup> year of continuous service	168 hours	240 hours
16 <sup>th</sup> year of continuous service	176 hours	264 hours
17 <sup>th</sup> year of continuous service	184 hours	288 hours
18 <sup>th</sup> year of continuous service	192 hours	312 hours
19 <sup>th</sup> year of continuous service	200 hours	336 hours

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

*\*Full-Time 24 HR Fire/EMS will be awarded 80 hours of holiday time in a holiday bank annually on the first payroll in July.*

**Floating Holidays** – Full-time employees are awarded 16 hours of floating holiday hours annually on the first payroll in July.

**Sick Leave** – Employees accrue sick leave on a per pay period basis, totaling 96 hours annually, 144 for full-time 24-hour Fire employees.

**Life Insurance** – The City provides \$50,000 in life insurance coverage for employees. Employees may purchase additional voluntary life insurance for themselves, their spouse, and their children.

**Long-Term Disability** – The City provides Long Term Disability for each full-time employee.

**Health/Dental/Vision Insurance** - Monthly premium for Wellness participants:

Single – \$128.56	Employee/Spouse – \$308.20
Family - \$334.00	Employee/Child(ren) – \$302.50

**Flexible Spending Plan** – Medical and Dependent Care. Non-union employees receive an annual employer contribution of \$500.

**Retirement:**

IPERS – Iowa Public Employees Retirement System  
 ICMA-RC 457 Retirement Plan available, non-matching.

**Additional voluntary insurance products available to employees** include short-term disability, critical illness, accident, and hospital indemnity insurances.