

## City of Mason Benefits Summary – Police Officer Non-Supervisory

This information is intended as a summary of the benefits only.  
Some of the benefits may be adjusted when current contract expires June 30, 2026

Plan	Brief Summary	Effective On:
<b>Medical Insurance (includes prescription drugs)</b>	<p>Blue Cross Blue Shield PPO plan including health, dental, vision and prescription drug coverage. Prescription drug co-payment of \$20/\$60/50%/20%/25%. City funds 80% of premium.</p> <p>Any employee electing to waive health/vision coverage will receive payment each bi-weekly period that results in a monthly amount equal to the following:</p> <ul style="list-style-type: none"> <li>• Single: 50% of Monthly Premium</li> <li>• 2-Person: 50% of Monthly Premium</li> <li>• Family: 50% of Monthly Premium</li> </ul> <ul style="list-style-type: none"> <li>• Any employee retiring at age 55 or over and having 25 years or more of continuous service with MERS, the City will pay 50% of the cost of retiree’s group hospitalization coverage and the retiree will pay the balance of the single subscriber rate as well as the full cost of coverage for his/her dependents.</li> <li>• Any employee retiring at age 55 or over and having 30 years or more continuous and credit service with MERS, the City will pay 80% of the cost of the retiree’s group hospitalization coverage and the retiree will pay the balance of the single subscriber rate as well as the cost of the coverage for his/her dependents. Upon reaching the age of sixty-five (65) a retiree will no longer receive any retiree healthcare from the City but will instead, receive a monthly stipend of two hundred twenty-five dollars (\$275.00) per month.</li> <li>• Any employee hired on or after November 16, 2020 who retires shall be ineligible for any retiree healthcare from the City but will, instead, receive a monthly stipend in the amount of two hundred twenty-five (\$275.00) until the retiree reaches age sixty-five (65).</li> <li>• <b>At age sixty-five (65) this stipend will no longer be paid.</b></li> </ul> <p>Any employee who hired on or after July 1, 2023, will not be eligible for any payment towards hospitalization coverage when they retire.</p>	Date of Hire

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<b>Dental Insurance</b>	<p>One Plan is available currently covering – City pays 100% of the premium:</p> <ul style="list-style-type: none"> <li>• 100% of preventative services</li> <li>• 85% of general services</li> <li>• 50% of prosthetic services</li> </ul> <p>*See contract for all restrictions and details.</p> <p>If you elect to not take the City’s Dental Coverage you will payments each bi-weekly period that result in a monthly equal to the following:</p> <ul style="list-style-type: none"> <li>• Single: 50% of Monthly Premium</li> <li>• 2-Person: 50% of Monthly Premium</li> <li>• Family: 50% of Monthly Premium</li> </ul>	Date of Hire
<b>Life Insurance</b>	City will pay for \$40,000 term life insurance policy	Date of Hire
<b>Accidental Death &amp; Dismemberment Insurance (AD&amp;D)</b>	Your accidental death and dismemberment insurance benefit equals \$40,000	Date of Hire
<b>Dependent Care Reimbursement Accounts</b>	Employees may elect to set aside up to \$5,000 annually for Dependent Care expenses through BASIC Flex. Annual elections will be withheld on a pre-tax basis in equal amounts on a bi-weekly basis. Enrollment for this plan is offered when an employee is initially hired, and annually in October with the plan year starting November 1.	Date of Hire
<b>Medical Reimbursement Accounts</b>	Employees may elect to set aside up to \$2,000 annually for Medical Care Reimbursement through BASIC Flex. Annual elections will be withheld on a pre-tax basis in equal amounts on a bi-weekly basis. Enrollment for this plan is offered when an employee is initially hired, and annually in October with the plan year starting November 1.	Date of Hire
<b>Longevity Pay</b>	<p>After completing five (5) years of continuous employment employee shall receive the annual longevity payment on their anniversary date as shown below:</p> <ul style="list-style-type: none"> <li>• 5 to 9 Years: 2% of base wages</li> <li>• 10 to 14 Years: 3% of base wages</li> <li>• 15 to 19 Years: 4% of base wages</li> <li>• 20+ Years: 5% of base wages</li> </ul>	After five years

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<p><b>Retirement</b></p>	<p>Municipal Employees Retirement System (MERS):</p> <ul style="list-style-type: none"> <li>• Plan C-1</li> <li>• Benefit FAC-5 (5 Year Final Average Compensation)</li> <li>• Defined Benefit Normal Retirement Age – 60</li> <li>• Early Retirement Provision F55 with 15 Years of Service</li> <li>• 10 Year Vesting</li> <li>• Final Average Compensation for paid vacation leave time shall include no more than 240 hours</li> <li>• Current employee share is 4.50% of gross wage (this is pre-taxed dollars)</li> </ul> <p>Employees hired on or after July 1, 2023, will participate in a Defined Contribution Plan. The employer will contribute eight percent (8%) and the Employees will contribute a minimum of four percent (4%). The vesting schedule will be:</p> <ul style="list-style-type: none"> <li>• 20 % at 1 Year</li> <li>• 40% at 2 Years</li> <li>• 60% at 3 Years</li> <li>• 80% at 4 Years</li> <li>• 100% at 5 Years</li> </ul>	<p>Date of hire</p>
<p><b>Uniforms</b></p>	<p>Employer will supply:</p> <ul style="list-style-type: none"> <li>• *One (1) pair of leather shoes or boots</li> <li>• One (1) pair black leather gloves</li> <li>• One (1) Car Jacket</li> <li>• Three (3) Pairs of Pants</li> <li>• Three (3) Shirts – Long Sleeved</li> <li>• Four (4) Shirts – Short Sleeved</li> <li>• Two (2) Ties</li> <li>• One (1) Raincoat</li> <li>• One (1) Uniform Hat</li> <li>• One (1) Sam Browne Belt</li> <li>• One (1) Set Fatigues</li> <li>• Badges</li> <li>• One (1) Name Plate</li> <li>• One (1) Tie Bar</li> <li>• One (1) Set of Handcuffs</li> <li>• One (1) Service Weapon</li> <li>• One (1) Whistle with Chain</li> <li>• One (1) Garrison Belt</li> <li>• One (1) Laminated picture I.D. Card</li> <li>• Sufficient and Adequate Ammunition for firearms training</li> <li>• One (1) Winter Hat</li> </ul> <p>*Officers can be reimbursed up to one hundred fifty (\$150.00) per fiscal year for the purchase of work-related equipment. Prior approvals required.</p>	<p>Date of hire</p>

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<b>Personal Days</b>	Seniority employees shall be entitled to twenty-four (24) hours of paid personal leave time per year if working a 5-8 schedule and thirty (30) hours per year if working the 4-10 schedule and thirty-six (36) hour of paid personal time per year if working 7-12 schedule.	After one year
<b>Bereavement Leave</b>	<ul style="list-style-type: none"> <li>• Extended Family - Three (3) working days not to be deducted from sick leave. (Extended family is defined as aunts, uncles, first cousins, niece and nephews).</li> <li>• Immediate Family – Five (5) working days not to be deducted from sick leave (Immediate family is defined as mother, father, step-mother, step-father, brother, sister, step-brother, step-sister, mother-in-law, father-in-law, grandparents, grandchildren, or a member of the employee’s household).</li> <li>• Spouse, Child or Step-Child – Ten (10) working days not to be deducted from sick leave.</li> </ul>	Date of hire
<b>Vacation Days</b>	<ul style="list-style-type: none"> <li>• After completion of six (6) months of employment, an employee shall be eligible for forty-two (42) hours working hours of vacation <ul style="list-style-type: none"> <li>▪ 1 Year to 5 Years: 84 Working Hours</li> <li>▪ 5 Years to 10 Years: 126 Working Hours</li> <li>▪ 10 Years and Over: 168 Working Hours</li> </ul> </li> </ul> <p>Maximum of 40 hours to be carried over from one calendar year to the next calendar year.</p>	At six months
<b>Sick Days</b>	<p>Eight hours (8) credited per month (One day per month=12 days per year)</p> <ul style="list-style-type: none"> <li>• Maximum Accumulation of one thousand two hundred (1,200) sick leave hours.</li> <li>• Payable on December 1 of each year, the employee may, at their option, be paid twenty-five percent (25%) of his earned, but unused sick leave for that year. If the employee converts this portion of his sick leave to cash, that portion shall be deducted from his accumulated sick leave.</li> </ul>	After completion of one full month
<b>Holidays</b>	<ul style="list-style-type: none"> <li>• New Year’s Day</li> <li>• Washington’s Birthday</li> <li>• Last four (4) hours of the employee’s regular shift on Good Friday</li> <li>• Memorial Day</li> <li>• Independence Day</li> <li>• Labor Day</li> <li>• Veterans’ Day</li> <li>• Thanksgiving Day</li> <li>• Day after Thanksgiving</li> <li>• Christmas Eve</li> <li>• Christmas Day</li> <li>• Last four (4) hours of the employee’s regular shift on the day before New Year’s</li> </ul>	Immediately upon hire (hours are earned but not paid until November)

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<b>Volunteer Pay</b>	Eight (8) Hours – To Be Used for Volunteering within the City of Mason city limits or the Mason Public Schools.	After 90 days
<b>Paid Parental Leave</b>	<p>Allows City Employees up to twelve (12) weeks of paid leave for the birth of a child, or placement of child with you for adoption or foster child.</p> <p>Employer pays first six (6) weeks paid leave, Employee can then take up to three (3) weeks from their vacation, sick or personal leave banks, Employer will then match up to three (3) weeks of paid time equal to what the Employee elected to use of their vacation, sick or personal leave banks.</p>	After one year
<b>Residency Bonus</b>	<p><b>A Residency Bonus will be paid to all Union Represented employees with a current Memorandum of Understanding Accepting this benefit.</b></p> <ul style="list-style-type: none"> <li>• Employees who reside within the City’s limits will receive a Residency Bonus equal to three percent (3%) of their salary.</li> <li>• Residency Bonus payments will be made in bi-weekly increments as long as an employee’s primary residence is within the City’s limits.</li> <li>• Employees are required to sign an acknowledgment statement of the Residency Bonus policy</li> <li>• Employees are required to notify the City immediately if their residency status changes.</li> </ul>	Date of hire