

City of Mason
Benefits Summary – Full Time - Non-Union
Benefits are subject to change at any time.

This information is intended as a summary of the benefits only.

Plan	Brief Summary	Effective On:																				
Medical Insurance (includes vision coverage and prescription drugs)	Blue Cross Blue Shield PPO plan including vision and prescription coverage. City funds 80% of premium. City will reimburse 50% up to cap of its cost of the insurance plan if the employee's spouse provides the insurance for the family.	Date of Hire																				
Dental Insurance	One Plan is available currently covering: <ul style="list-style-type: none"> • 100% of preventative services • 85% of general services • 50% of prosthetic services *See benefit summary for all restrictions and details.	Date of Hire																				
Life Insurance	City will pay for \$50,000 term life insurance policy for middle management and \$100,000 for department head level.	Date of Hire																				
Long Term Disability	60% of the first \$10,000 of your Pre-disability Earnings, reduced by Deductible Income. Maximum: \$6,000, Minimum: \$100. Benefit Waiting Period: 60 days. Maximum Benefit Period: Determined by your age when Disability begins, as follows: <table style="margin-left: 40px;"> <tr> <td>Age</td> <td>Maximum Benefit Period</td> </tr> <tr> <td>61 or younger</td> <td>To age 65, or 3 years 6 months, if longer</td> </tr> <tr> <td>62</td> <td>3 years 6 months</td> </tr> <tr> <td>63</td> <td>3 years</td> </tr> <tr> <td>64</td> <td>2 years 6 months</td> </tr> <tr> <td>65</td> <td>2 years</td> </tr> <tr> <td>66</td> <td>1 year 9 months</td> </tr> <tr> <td>67</td> <td>1 year 6 months</td> </tr> <tr> <td>68</td> <td>1 year 3 months</td> </tr> <tr> <td>69 or older</td> <td>1 year</td> </tr> </table>	Age	Maximum Benefit Period	61 or younger	To age 65, or 3 years 6 months, if longer	62	3 years 6 months	63	3 years	64	2 years 6 months	65	2 years	66	1 year 9 months	67	1 year 6 months	68	1 year 3 months	69 or older	1 year	
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Accidental Death & Dismemberment Insurance (AD&D)	City will pay \$50,000 for accidental death & dismemberment insurance for middle management and \$100,000.00 for department head level.	Date of Hire																				
Dependent Care Reimbursement Accounts	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 in November 1.	Date of hire																				
Medical Reimbursement Accounts	Employees may elect to set aside up to \$2,000 annually for Medical Care Reimbursement through BASIC Flex. Annual election 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																				

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Longevity Pay	<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"> • 5 to 9 Years: 2% of base wages • 10 to 14 Years: 3% of base wages • 15 to 19 Years: 4% of base wages • 20+ Years: 5% of base wages 	After five years
Retirement	<p>Employees hired on or after May 1, 2022, 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"> • 20 % at 1 Year • 40% at 2 Years • 60% at 3 Years • 80% at 4 Years • 100% at 5 Years 	Date of hire
Personal Days	<p>Three (3) days earned on anniversary date of each year. Must be used by the next anniversary date (“Use It or Lose It”).</p>	After one year
Bereavement Leave	<ul style="list-style-type: none"> • 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). • 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). • Spouse, Child or Step-Child – Ten (10) working days not to be deducted from sick leave. 	Date of hire
Vacation Days	<p>Other Non-Union Full-Time Employees:</p> <ul style="list-style-type: none"> • Upon Date of Hire: 80 Working hours • After completion of 5 years: 120 working hours • After completion of 10 years: 160 working hours • After completion of 15 years: 184 working hours <p>Non-Union Middle Management Level Full-Time Employees:</p> <ul style="list-style-type: none"> • Upon Date of Hire: 80 Working hours • After completion of 1 Year: 120 working hours • After completion of 5 years: 140 working hours • After completion of 15 years: 184 working hours <p>Non-Union Leadership Level Full-Time Employees</p> <ul style="list-style-type: none"> • Upon Date of Hire: 160 Working hours • After completion 10 years: 200 Working hours 	Date of Hire

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Sick Days	<p>Eight hours credited per month (One day per month=12 days per year)</p> <ul style="list-style-type: none"> • On December 1st each year an employee may, at their option, be paid 25% of their earned by unused sick leave for that year. This portion will be deducted from their accumulated sick leave. • Accumulation of sick leave is unlimited. • At retirement or death one-half of an employee’s accumulated sick leave not to exceed 100 days will be paid. 	Date of Hire
Holidays	<ul style="list-style-type: none"> • New Year’s Day • Good Friday • Memorial Day • Independence Day • Labor Day • Veterans’ Day • Thanksgiving Day • Day after Thanksgiving • Christmas Eve • Christmas Day • New Year’s Eve 	Date of Hire
Volunteer Pay	8 Hours – To Be Used for Volunteering within the City of Mason city limits or the Mason Public Schools.	After one month
Paid Parental Leave	<p>Allows City Employees up to twelve (12) week of paid leave for the birth of a child, or placement of a 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 personnel leave banks.</p>	After one year