

City of Mason Benefits Summary – AFSCME

This information is intended as a summary of the benefits only.
Some of the benefits may be adjusted when current contract expires June 30, 2019.

Plan	Brief Summary	Effective On:
Medical Insurance (includes prescription drugs)	Blue Cross Blue Shield PPO plan including vision and prescription coverage. Prescription drug co-payment of \$10/\$40/\$80. 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. City will pay \$225 a month towards single subscriber rate for hospitalization coverage for retirees.	After 90 days
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 contract for all restrictions and details.	After 90 days
Life Insurance	City will pay for \$40,000 term life insurance policy	After 90 days
Accidental Death & Dismemberment Insurance (AD&D)	Your accidental death and dismemberment insurance benefit equals \$40,000	After 90 days
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 during the month of October with the plan year starting November 1.	After 90 days
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.	After 90 days
Longevity Pay	After five years 150.00. Each year thereafter an additional \$30.00. Maximum is \$780.00	After five years
Retirement	Municipal Employees Retirement System <ul style="list-style-type: none"> • Plan C-1 • Benefit FAC-5 (5 Year Final Average Compensation) • Defined Benefit Normal Retirement Age – 60 • Early Retirement Provision F55 with 15 Years of Service • 10 Year Vesting • Final Average Compensation for paid vacation leave time shall include no more than 240 hours • Current employee share is 4.00% of gross wage (this is pre-taxed dollars) 	Date of hire
Uniforms	Employer will supply 11 sets of shirts and trousers. Classifications: Laborer, Equipment Operator, Automotive Equipment Tech, Mechanic and POTW/WTP Operators	Date of hire

**City of Mason
Benefits Summary – AFSCME**

Personal Days	24 hours per year earned on July 1 (new hires earn pro-rated amount after 6-month probationary period). Note: Employees cannot carry forward personal days from one fiscal year to the next.	After one year
Funeral Leave	Up to three working days for immediate family.	Date of hire
Vacation Days	<ul style="list-style-type: none"> • One Year to five Years: Two weeks or 80 Working Hours • Five Years to 10 Years: Three weeks or 120 Working Hours • 10 Years to 15 Years: Three and a half weeks or 140 Working Hours • 15 Years and Over: Four weeks or 160 Working Hours Carryover maximum is 80 hours	After one year
Sick Leave	Eight hours credited per month (One day per month=12 days per year) <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. • Maximum accumulations 1400 hours • At retirement or death employee receives 50% of accumulated sick leave 	After 6 Months
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 	After 6 Months
Volunteer Pay	8 Hours – To Be Used for Volunteering within the Mason City limits or the Mason Public Schools.	After 90 days
Paid Parental Leave	Allows City Employees up to twelve (12) weeks of paid leave for the birth of a child, or placement of a child with you for adoption or foster child. 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.	After one year