

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, 2023

Plan	Brief Summary	Effective On:
Medical Insurance (includes prescription drugs)	<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>If you elect to not take the City’s Health Care Coverage you will receive the following yearly monetary amounts (employees who “opt Out” of the City of Mason’s coverage for a portion of the year will receive a prorated amount)</p> <ul style="list-style-type: none"> • Single: \$2,400.00/year • 2-Person: \$5,300.00/year • Family: \$6,200.00/year <ul style="list-style-type: none"> • 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. • 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 (\$225.00) per month. • 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 (\$225.00) until the retiree reaches age sixty-five (65). • At age sixty-five (65) this stipend will no longer be paid. 	After 90 days
Dental Insurance	<p>One Plan is available currently covering – City pays 100% of the premium:</p> <ul style="list-style-type: none"> • 100% of preventative services • 85% of general services • 50% of prosthetic services <p>*See contract for all restrictions and details.</p>	After 90 days
Life Insurance	City will pay for \$40,000 term life insurance policy	Date of Hire
Accidental Death & Dismemberment Insurance (AD&D)	Your accidental death and dismemberment insurance benefit equals \$40,000	Date of Hire

City of Mason
Benefits Summary – Police Officer Non-Supervisory

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 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 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.	After 90 days
Longevity Pay	After five years \$250.00. Each year thereafter an additional \$50.00.	After five years
Retirement	Municipal Employees Retirement System (MERS): <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 4.50% of gross wage (this is pre-taxed dollars) 	Date of hire
Uniforms	Employer will supply: <ul style="list-style-type: none"> • *One (1) pair of leather shoes or boots • One (1) pair black leather gloves • One (1) Car Jacket • Three (3) Pairs of Pants • Three (3) Shirts – Long Sleeved • Four (4) Shirts – Short Sleeved • Two (2) Ties • One (1) Raincoat • One (1) Uniform Hat • One (1) Sam Browne Belt • One (1) Set Fatigues • Badges • One (1) Name Plate • One (1) Tie Bar • One (1) Set of Handcuffs • One (1) Service Weapon • One (1) Whistle with Chain • One (1) Garrison Belt • One (1) Laminated picture I.D. Card • Sufficient and Adequate Ammunition for firearms training • One (1) Winter Hat <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>	Date of hire

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

Personal Days	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
Bereavement Leave	Employee will be granted up to three (3) working days, with authorization of the chief for bereavement leave for immediate family members as defined (Mother, Father, Brother, Sister, Mother-In-Law, Father-In-Law, Grandparents, Grandchildren, Step-Mother, Step-Father, Step-Brother, Step-Sister, or a member of the Employee’s Household). Employee will be granted up to seven (7) working days off for the death of a spouse, child or step-child.	Date of hire
Vacation Days	<ul style="list-style-type: none"> • 1 Year to 5 Years: Two weeks or 80 Working Hours • 5 Years to 10 Years: Three weeks or 120 Working Hours • 10 Years and Over: Four weeks or 160 Working Hours <p>Maximum of 40 hours to be carried over from one calendar year to the next calendar year.</p>	After one year
Sick Days	<p>Eight hours (8) credited per month (One day per month=12 days per year)</p> <ul style="list-style-type: none"> • Maximum Accumulation of one thousand two hundred (1,200) sick leave hours. • 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. 	After 90 days
Holidays	<ul style="list-style-type: none"> • New Year’s Day • Washington’s Birthday • Last four (4) hours of the employee’s regular shift on Good Friday • Memorial Day • Independence Day • Labor Day • Veterans’ Day • Thanksgiving Day • Day after Thanksgiving • Christmas Eve • Christmas Day • Last four (4) hours of the employee’s regular shift on the day before New Year’s 	Immediately upon hire (hours are earned but not paid until November)
Volunteer Pay	Eight (8) Hours – To Be Used for Volunteering within the City of Mason city limits or the Mason Public Schools.	After 90 days
Paid Parental Leave	<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