THE CITY OF DUBUQUE
Masterpiece on the Mississippi

Dubuque All-America City NATIONAL CIVIC LEAGUE 2007•2012•2013 2017★2019

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AIRPORT OPERATIONS SPECIALIST *(56 hour shift)*
BENEFIT SUMMARY FOR ELIGIBLE EMPLOYEES

HOLIDAYS: Twelve days

PERSONAL DAY: Two days

VACATION: Full-time employees will accrue paid vacation according to the following schedule (annual totals should be rounded to the nearest whole day):

Employees in the classification of Airport Operations Specialist accrue annual vacation according to the following schedule and service requirements:

YEARS OF CONTINUOUS SERVICE	ANNUAL VACATION (STATED AS NUMBER OF WORK HOURS PER YEAR)
Through Year 2	72
Year 3 through Year 7	144
Year 8 through Year 14	192
Year 15 and After	240

An employee who is on a paid leave due to an illness or injury (job or non-job related) accrues vacation only for paid leave time.

SICK LEAVE: Accrue one workday for each full month of service. Maximum accumulation is 120 days or 960 hours, whichever is less.

BEREAVEMENT LEAVE: Upon the death of an immediate family member, up to 5 workdays. Upon the death of an extended family member, up to 1 day.

PARENTAL LEAVE: Eligible employees will receive their regular base pay and benefits for up to twelve weeks following the date of birth, adoption event or foster-to-adopt placement. Longevity pay may or may not be included.

LONGEVITY:

Years of Service	Percent of the Base Wage
After 6 years	1%
After 12 years	2%
After 18 years	3%
After 24 years	4%
After 30 years	5%

INSURANCE: The City offers a Preferred Provider Organization (PPO) Health Plan. The employee pays 15% and the City pays 85% of the cost of the premium for the health and prescription drug insurance plans for which the employee is enrolled. The prescription drug program provides for the following co-pay arrangement: $5.00 Generic Drugs, $15.00 Preferred Brand Drugs and $25.00 Non-Preferred Brand Drugs. A dental plan is offered to employees. The employee is responsible for paying 100% for both the single and family dental plan premium. Dental, health and prescription drug insurance premiums are pre-tax.

LIFE, AD&D, DISABILITY INCOME PROTECTION INSURANCE: The City provides a $25,000 term life insurance policy with accidental death and dismemberment coverage. Employees may purchase an additional amount up to $200,000 in term life insurance. Up to $25,000 in term life coverage may also be purchased for a spouse and up to $15,000 for children. The City also provides a disability income protection plan that pays 60 percent of the employee's pay up to $250 per week for up to 52 weeks.

FLEXIBLE SPENDING ACCOUNTS: The City offers I.R.S. Code Section 125 Flexible Spending Accounts for medical, dental and dependent care expenses.

RETIREMENT: Iowa Public Employees Retirement System (IPERS)--the City contribution is 9.44% of covered wages and the employee contribution is 6.29% of covered wages.

MISSIONSQUARE RETIREMENT DEFERRED COMPENSATION PLAN: Employees may contribute up to $24,500 per year. Employees 50 years of age and older may contribute up to $32,500 per year. Employees age 60-63 may contribute up to $35,750 per year. Employees may contribute on a pre-tax or after-tax (Roth) basis.

EMPLOYEE ASSISTANCE PROGRAM: The City retains the services of a premium, full-service Employee Assistance Program (EAP) provider. EAP provides support for all of life's challenges, while integrating wellness programming that optimizes employees' overall well-being.

TUITION REIMBURSEMENT: The City offers tuition reimbursement to invest in the potential of our employees and support growth and career development.

PUBLIC SERVICE LOAN FORGIVENESS (PSLF): As an employee of the City, you may be eligible for the Public Safety Loan Forgiveness program. Visit studentaid.gov/pslf/ for more information.

DISCLAIMER: The information described within this document is only intended to be a summary of benefits. It does not describe or include all benefit provisions, limitations, exclusions, or qualifications for coverage. Please review the Summary Plan Description for a complete explanation of benefits. If the benefits described herein conflict in any way with the Summary Plan Description, the Summary Plan Description will prevail. You can obtain a copy of the Summary Plan Description from the Human Resources Department.

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