

City of Cresco Full-Time Employee Benefits

- Direct Deposit of your payroll into a bank account or multiple accounts of your choice.
- The Iowa Public Employees Retirement System (IPERS). Currently the Regular member share is 6.29% and the employer share is 9.44%. The Protection member share is 6.21% and the employer share is 9.31%.
- Wellmark Blue Cross (Health Insurance). The City currently pays 90% of the Health insurance coverage for single and 85% for family.
 - Traditional plan is \$79.00/mo for employee, \$244.34/mo for employee/spouse, \$225.82/mo for employee/children, and \$355.90/mo for family coverage
 - 1,500 deductible/\$2,700 out of pocket (double for family)
 - \$40 office visit copay, \$80 specialist copay
 - ER Visit \$500 copay.
- Wellmark Blue Cross Blue Shield of Iowa Dental Insurance paid by the employee pretax
 - \$37.08/mo for employee, \$75.42/mo for employee/spouse, \$78.40/mo for employee/children, \$137.10/mo for family coverage
- Group Life Insurance \$25,000 policy paid by the City, optional additional life insurance at employee cost
- Flex Plan – Tax Deferred compensation for medical and daycare, paid by the employee pretax.
- AFLAC paid by the employee pretax; \$15/mo paid by the City
- Avesis Vision paid by the employee pretax.
- 457(B) The City of Cresco offers a tax-exempt savings benefit known as a government 457(b) deferred compensation retirement plan, paid by the employee pretax.

- 10-1/2 paid holidays:

New Year's Eve Day	Veteran's Day
New Year's Day	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
Independence Day	Christmas Eve Day
Labor Day	Christmas Day
Good Friday Afternoon	

- Vacation (accrued after 6 months of employment)

Length of Service	Vacation Allowance	Length of Service	Vacation Allowance
After 6 months	40 hours	After 10 years	120 hours
After 1 year	40 hours	After 15 years	144 hours
After 2 years	88 hours	After 20 years	160 hours
After 5 years	104 hours		

- Sick days (8 hours per month)
- \$7/mo towards a Fitness Center Membership
- You can elect to have your water bill taken out of your paycheck, paid by the employee.