

Cascade Municipal Utilities
Employee Benefit Package Summary

Medical Insurance: Cascade Municipal Utilities shall provide employee health insurance to all permanent full-time employees, at the employer's expense. The employer shall also provide family health insurance to permanent full-time with legal dependents via premium cost sharing. Current cost is \$78.17 per month for Family Insurance. The employer's and employees' share of the family health insurance premium will be set at budget time pursuant to an annual resolution by the Utility Board. The employees' share of the family health insurance monthly premium shall be deducted from the employee's last payroll check each month. The employer will pay yearly premium cost increases, which occur, until the next budget session. Medical insurance rate increases will be considered as part of the overall compensation package.

Term Life & Dependent Life Insurance: The employer shall provide a term life insurance policy for eligible employees equal to 1 x your annual salary to a maximum of \$50,000. The employer shall also provide a \$10,000 life insurance policy for each of the employee's dependents. The employer shall pay the premium.

Disability Insurance: A long-term disability policy is provided to all eligible employees. The employer agrees to pay the entire cost for disability insurance premium. The monthly benefit is 66.67% of the employee's weekly earnings not to exceed \$4,723 per month. The minimum monthly benefit is \$100. The waiting period is 90-days for illness and accident. Disability premiums will be considered as part of the overall compensation package.

**The above benefits become effective the 1st of the month following your date of hire.*

Flex Plan: Employer provides a voluntary flexible spending account. May be used for pre-tax health insurance premium, out of pocket medical expenses, and dependent care expenses.

IPERS: Employer contributes 9.44% of gross wages to Iowa Public Employers Retirement System for all employees. Employees contribution is 6.29% of gross wages. Contribution rates established by the Iowa State Legislature and are subject to change annually.

457 Deferred Comp.: Employer provides a voluntary Section 457 Deferred Compensation retirement plan. Employer does not contribute and there is no cost to the Utility.

Vacation: Employer provides paid vacation per the following schedule:

10 days upon hire (with a 90-day probationary period)
15 days after completing 3 years of service
20 days after completing 6 years of service
25 days after completing 10 years of service

Holidays: Employer provides paid holiday pay for the following holidays plus one floating holiday.

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|---------------------------|-------------------------------|-------------------------|
| 1. New Year's Day | 5. Labor Day | 9. Christmas Eve Day |
| 2. Martin Luther King Day | 6. Veterans Day | 10. Christmas Day |
| 3. Memorial Day | 7. Thanksgiving Day | 11. New Year's Eve Day. |
| 4. Independence Day | 8. Day after Thanksgiving Day | |

Sick Leave: Employer provides 8-sick days or 64-sick leave hours per year. Sick leave may be used for employee or employees' spouse, children, mother, father or legal guardian for the necessary care or treatment of sickness, medical, dental, optical or chiropractic appointments.

Wage Scale

On-Call Pay is 7hrs per week at hourly rate for on-call person.

Employment	Utility Operator		Operator Bumps:	
			Lineman School	1.00 per hour
Start	\$28.03 /hr		Gas Bootcamp (passed)	.50 per hour
6 Months	\$28.60 /hr		On Call (EL/GA calls)	.50 per hour
1 Year	\$29.18 /hr		Gas OQ 1st Level (passed)	.50 per hour
2 Years	\$29.76 /hr		Gas OQ Fully Qualified	1.00 per hour
3 Years	\$30.34 /hr		Crane Operator Certified	.50 per hour
5 Years	\$32.75 /hr		Office Back Up*	1.00 per hour
10 Years	\$33.23 /hr			
15 Years	\$35.44 /hr			
20 Years	\$36.22 /hr			
25 Years	\$40.94 /hr			