



Part Time Employee Benefits

July 1, 2019 – June 30, 2020

I. Paid Holidays

A. Based on departmental needs, the following shall be observed as paid holidays. Please check with your supervisor on which holidays you receive paid.

1. New Year's Day-January 1
2. President's Day-Third Monday in February
3. Memorial Day-Last Monday in May
4. Independence Day-July 4
5. Labor Day-First Monday in September
6. Thanksgiving Day-Fourth Thursday in November
7. Day After Thanksgiving
8. Christmas Eve Day-December 24
9. Christmas Day-December 25

III. Retirement:

A. Federal Social Security & Medicare

Federal Social Security (6.2% of wages) and Medicare (1.45% of wages) will be withheld on all employees except law enforcement personnel with the city making an equal contribution for each. Law enforcement personnel hired after 1986 are required to pay the Medicare portion with the city making an equal contribution.

B. Iowa Public Employee Retirement System (IPERS)

All full-time and permanent part-time employees, except law enforcement personnel, are required to participate in IPERS. Employees, except firefighters, contribute 5.95% of wages with the employer contributing 8.93%. Firefighters contribute 6.56% of wages with the employer contributing 9.84%.

C. Deferred Compensation

Part-time employees can contribute to a 457(b) plan pre-tax, Roth after-tax or Roth IRA basis.

V. Other Special Benefits:

A. Wellness Program

1. Employees may participate in some recreation programs at no cost.
2. A portion of a membership fee with an athletic club in Indianola will be reimbursed by the city and utility (Family-\$25/month, Single \$15/month).
3. YMCA membership discount: Single \$16.50/pay period, Family: \$21.50/pay period. Ask human resources or payroll for a form.

4. Employees and their spouses may use the Memorial Aquatic Center at no charge; there is a fee for children however.
5. Employee Assistance Program for use by employees and immediate family members, to include spouse and children.
6. Enhanced yearly blood screening panel and biometrics for full-time employees and spouses.
7. Yearly flu shots will be available for full-time employees and their spouses paid for by the Trustees and Council.

B. Discounted Activity Tickets

Through ticketsatwork.com, employees can receive discounted tickets to theme parks, concerts, sporting events and more!