



# CITY OF COUNCIL BLUFFS

## POLICE AND FIRE BENEFITS AT A GLANCE

For more information, please contact Human Resources 712-890-5270

### OUR MISSION

To continuously improve the quality of life and attractiveness of the City of Council Bluffs.

### HIGHLIGHTS



2 WEEKS  
VACATION  
ANNUALLY



12 DAYS SICK  
LEAVE  
ANNUALLY



11 PAID  
HOLIDAYS  
ANNUALLY



GYM  
MEMBERSHIP  
DISCOUNT



UP TO 4  
PERFECT  
ATTENDANCE  
DAYS ANNUALLY



FLEXIBLE  
SPENDING  
ACCOUNT

### RETIREMENT

MUNICIPAL FIRE & POLICE  
RETIREMENT SYSTEM OF IOWA (MFPRSI)  
26.18% city contribution/ paycheck  
9.40% employee contribution/ paycheck

457(b) DEFERRED COMPENSATION PLAN  
Allows public employees to put aside money  
from each paycheck in addition to MFPRSI

### INSURANCE

#### MEDICAL

\$15 office visit copay  
\$100/\$300 Deductible  
\$1,250/\$2,500 out-of-pocket maximum/  
year prescription drug plan included

#### 5 TIER PRESCRIPTION CO-PAYS

\$0 level 1 drug  
\$15 level 2 drug  
\$30 level 3 drug and level 4 drug  
\$85 specialty drug

#### DENTAL

100% premiums paid by the city  
\$50 deductible  
\$1,250 out-of-pocket maximum/ year  
100% paid diagnostics & preventatives  
80% paid routine, restorative, endodontic,  
and periodontal

#### VISION

100% premiums paid by the city  
\$15 co-pay  
\$30-\$125 towards lenses  
\$125 towards contacts  
\$75 towards frames every 24 months

#### LIFE

\$50,000 city-paid basic life insurance policy  
Supplemental life, spouse life, and child life  
insurance available