

**CITY OF ESTHERVILLE, IOWA**  
**2024-25 SUMMARY OF PUBLIC WORKS LABOR AGREEMENT**  
(Effective July 1, 2024)

6 month probationary period

Residency inside city limits is preferred, within 5 miles of the corporate limits is required

Paid every 2 weeks

Overtime after 8 hours/day at 1.5 times regular rate of pay

**Holidays:** 9½ days

**Sick Leave:** Sick leave shall be earned at the rate of two (2) days per month (24 days per year) – cannot use during probation

**Other Leave With Pay:** Serious illness in immediate family  
Death in family

<b>Vacation:</b>	<u>Year of Employment</u>	<u>Vacation Earned/Year</u>	<u>Year of Employment</u>	<u>Vacation Earned/Year</u>
	1	2 work weeks	11	3 work weeks
	2	2 work weeks	12	3 work weeks
	3	2 work weeks	13	3 work weeks
	4	2 work weeks	14	3 work weeks
	5	2 work weeks	15	4 work weeks
	6	2 work weeks	16	4 work weeks
	7	3 work weeks	17	4 work weeks
	8	3 work weeks	18	4 work weeks
	9	3 work weeks	19	4 work weeks
	10	3 work weeks	20 & over	5 work weeks

**Medical Insurance:** City pays 80% of the medical insurance premium (\$1,500.00 deductible plan), contributes \$1,500.00/yr. to a health savings account for employee.

Employee deduction of \$147.02/mo. for single coverage.

City pays 80% of the dependent’s medical insurance premium (additional \$1,500.00 deductible plan), contributes an additional \$1,500.00/yr. to a health savings account for family.

Employee deduction of \$315.88/mo. for family coverage.

**Life Insurance:** \$15,000 paid by city, voluntary dependent coverage available

**Dental Insurance:** City pays 80% of either the single or family coverage.

**Vision & Aflac Available at Employees Expense**

Must pass physical prior to beginning work (cost paid by city)

**Longevity Bonus:** \$400 after 5 years of employment  
525 after 10 years of employment  
650 after 15 years of employment  
775 after 20 years of employment  
900 after 25 years of employment  
1,050 after 30 years of employment  
1,250 after 35 years of employment