

545—4.3(384) Optional procedures. These employee benefits may be budgeted in either the city general or city trust and agency fund for those employees being paid from the city general fund.

1. Employer's share of police and fire pension and retirement systems under Iowa Code chapters 410 and 411.

2. Employer's share of medical payments under Iowa Code sections 410.18 and 411.15.

3. Retiree hospital/medical/prescription benefits pursuant to Iowa Code section 364.25.

4. Workers' compensation costs or insurance premiums.

5. Unemployment benefits.

6. Employer's share of employee benefit plan costs for employees and their dependents, which would include only:

- Hospital/medical/prescription benefits;

- Dental benefits;

- Disability insurance benefits;

- Life insurance benefits;

- Long-term care insurance benefits;

- Vision benefits.

7. Deferred compensation programs for city managers, fire chiefs, and police chiefs who do not participate in either IPERS or MFPRSI.

8. Employee wellness programs that are a part of, or are included with, a hospital/medical/prescription benefit program or a health and fitness program for employees that is adopted by city council motion, resolution, ordinance or included in a document approved by the city council.

9. Employee assistance program providing free counseling for employees and their dependents.

10. OSHA-required tests (e.g., pulmonary and heart tests).

11. Regularly scheduled, city-required postemployment physicals for employees, police reserves and volunteer firefighters.

[ARC 0392D, IAB 6/24/26, effective 7/29/26]