

INSURANCE/OTHER BENEFITS

| TYPE | CARRIER | PLAN | AGENCY COST | EMPLOYEE COST | MAJOR FEATURES OF COVERAGE |
|--|--|-----------------------------------|--------------|---------------|---|
| Health & Prescription Drug | Wellmark Blue Cross/ Blue Shield | \$1,000/\$2,000 Deductible | | | Two health plans are available—a \$1,000 deductible plan and a \$2,000 deductible plan. Preventive services must be received from the employee’s primary care physician. The employee may use any Wellmark physician without a referral for all other services. The deductible does not apply to any service done at an in-network doctor’s office. In-network and out-of-network deductibles, co-insurances, out-of-pocket and prescription costs are dependent upon the selected plan. Refer to plan summaries located on the Intranet for this specific plan information. There is a \$100/\$200 calendar year deductible for non-generic drugs. |
| | | Single | \$7,410.84 | None | |
| | | Family | \$11,116.32 | \$7,410.96 | |
| | | \$2,000/\$4,000 Deductible | | | |
| | | Single | \$6,613.20 | None | |
| | | Family | \$9,919.80 | \$6,613.20 | |
| Health Reimbursement Arrangement (HRA) | 121 Benefits | \$1,000 Single or Family Plan | None | None | A Health Reimbursement Arrangement (HRA) is available if an employee selects the single or family \$2,000 deductible health insurance plan. The Agency contributes to an HRA on the employee’s behalf (annual contribution given quarterly). The employee can receive reimbursement for out-of-pocket medical, dental, prescription and vision expenses. Eligible retirees may continue to submit claims against their HRA balance for up to 5 years after retirement. If an employee leaves employment for any reason other than retirement, he/she forfeits funds in his/her HRA account. |
| | | \$2,000 Single Plan | \$900 | | |
| | | \$2,000 Family Plan | \$1,920 | | |
| Dental | Delta Dental | Single | \$437.28 | None | The dental plan covers check-ups and teeth cleaning (diagnostic and preventive services). Annual individual deductible of \$25, family deductible of \$75 with benefit period maximum of \$1,500 per person. Child orthodontics is paid at 50% up to a lifetime maximum of \$1,500. |
| | | Family | \$437.28 | \$936.24 | |
| Flexible Benefit Plan | 121 Benefits | | \$45.60/year | None | The flexible benefit plan reimburses employees for dependent care and/or out-of-pocket medical, dental, vision and prescription expenses. |
| Vision Discount | Delta Dental/ EyeMed | No cost voluntary benefit | None | None | There is a voluntary vision discount available through Delta Dental/EyeMed on frames, lenses and contact lenses. Discount applies if the employee visits an EyeMed list of providers such as Target, Sears, Pearle Vision and LensCrafters. Discounts may include 30% on frames, 15% on contacts and lower cost on lenses. Annual vision exam is covered at 100% when Blue Choice provider is used for exam. |
| | Wellmark Blue365 | No cost voluntary benefit | None | None | Check Blue365 member benefits for vision discount. |
| EAP (Employee Assistance Program) | LifeWorks | | \$18 | None | The Agency’s EAP is provided by LifeWorks, a free, web-based resource with telephone support providing access to caring professional consultants and counselors. LifeWorks can provide assistance with questions about handling stress, maintaining relationships, challenges at work, parenting and childcare, managing money, caring for an older relative or health issues like losing weight or giving up smoking. LifeWorks can also provide legal assistance and create wills and other legal documents. |
| Term Life | VOYA | | \$75 | None | \$50,000, double indemnity |
| Supplemental Term Group Life | VOYA | | None | Varies | Additional life insurance is offered for employees to purchase up to \$500,000 for employee coverage, up to \$250,000 for spouse coverage and up to \$10,000 coverage for dependent child(ren). |
| Long-Term Disability | Madison National Life | | Up to \$598 | None | 66.67% of salary, 70% of all income sources; 60-day waiting period |

RETIREMENT PROGRAMS

| TYPE | AGENCY COST | EMPLOYEE COST | FEATURES |
|--|---------------------------------|--|---|
| FICA <i>(Social Security)</i> | 6.20% of salary up to \$137,700 | 6.20% of salary up to \$137,700 | Employees are eligible for reduced benefits at age 62 and full benefits between age 66-67, depending on year of birth. |
| Medicare <i>(all wages subject to tax)</i> | 1.45% of salary | 1.45% of salary | Employees are eligible for Medicare at age 65. |
| IPERS <i>(State of Iowa)</i> | 9.44% of salary up to \$285,000 | 6.29% of salary up to \$285,000 | This is the State of Iowa's Public Employees' Retirement System plan. Employees have a vested interest after 7 years of employment, and they have six options for use at retirement. An employee may withdraw his/her personal contribution upon leaving public employment in Iowa. |
| 403(b) <i>(voluntary)</i> | None | Employees may choose to participate in the State of Iowa 403(b) plan, which offers provider choices. Deductions are taken on a pre-tax basis or post-tax basis (Roth 403(b)) from the employee's paycheck. Changes in the amount withdrawn or in provider may be made monthly and will be effective the following month. Employees may enroll at any time. | |
| Roth 457(b) <i>(voluntary)</i> | | Additional support for pre-tax or post-tax employee payroll deduction. | |

LEAVES

| TYPE | USE | FEATURES |
|----------------------------|---|--|
| Sick | Illness or injury of employee | 18 days per year for 192-day employees, cumulative to 110 days. |
| Other Paid | Appointments or other non-work-related business | 3 days per year, non-cumulative for full-time 10- and 12-month employees. Part-time employees will receive a pro-rated amount. |
| Sick Family/Weather | Ill family member or inclement weather | 5 days per year, non-cumulative. Employees may use up to 5 days of their personal sick leave for building/office closing due to inclement weather or an illness in their immediate family. |
| Parental | Adoption/birth of child | Up to 5 days of parental leave is available to regular full-time employees for the adoption or birth of a child. Leave for adoption may be used for the adoption process or immediately after the child is brought home. Parental leave must be taken at the birth or immediately following the birth. |
| Bereavement | Death of someone in family or of close relationship | Up to 5 days for preparation and attendance at the funeral of a member of the employee's immediate family. In the case of the death of any other relative or person of close personal relationship, up to 1 working day of absence may be granted. |
| Jury Duty | Serve on jury or fulfill a subpoena | Employees receive full pay from the Agency when they are on jury duty, and any fee received, except separate mileage money, must go to the Agency. Employees must also file a jury notice or subpoena with the Agency. |
| Professional | Attendance at conferences, workshops or seminars | Employees must have prior approval for professional leave. Expenses will be paid per prior approval, and receipts may be required and/or requested. |

Please Note: This is a summary of benefits for communication and recruitment purposes and does not supersede or replace union agreements or board policies.