

BENEFITS

- Vacation*:** 80 hours per year. Increases to 120 hours after four years of employment, 160 hours after eleven years, 176 hours after 19 years and 200 hours after 24 years.
- Sick Leave*:** If sick leave balance is Zero to 750 hours – rate of accrual is 18 days per year. Balance over 750 to 1500 hours – rate of accrual is 12 days per year. Balance over 1500 hours – rate of accrual is 6 days per year. After accumulation of 240 hours can choose to convert monthly sick accrual to 6 hours of vacation leave (pro-rated 2:1 for part-time.)
- Holiday*:** 11 paid holidays per year (9 scheduled Holidays and 2 Personal Holidays). Personal Holidays are accrued with Vacation leave.
- Medical Insurance:** The State of Iowa offers one health plan (administered by Wellmark Blue Cross Blue Shield) with two provider network options. Single and family coverage costs \$40.00 - \$273.00 per month for employees working 30-40 hours per week, depending upon program chosen.
- Single and family coverage costs \$336.00 - \$1,032.00 for employees working 20-29 hours per week, depending upon program chosen. Deduction is taken from the first check in the month of coverage.
- Dental Insurance:** Delta Dental. Family coverage costs \$39.70 per month (taken from first check in the month of coverage). Employer pays all of single coverage cost for employees working on average 30 or more hours per week.
- Employer pays pro-rated coverage cost for employees working 20-29 hours per week. Single employee cost is \$14.76 and family employee cost is \$60.16 per month.
- Disability Insurance:** Provided at Employers' cost for employees working 30 or more hours per week. No coverage for those under 30 hours per week.
- Life Insurance:** Employer pays for \$20,000 policy for employees working 30 or more hours per week. Up to \$100,000 supplemental available, cost on sliding scale depending on age. No coverage for those under 30 hours per week.
- IPERS:** Iowa Public Employee Retirement System. Employee contributes 5.95% of gross wage. Employer contributes 8.93%.
- Workers' Compensation:** Coverage provided.
- Flexible Spending Accounts:** May contribute to FSA to pay for certain health and dependent care expenses with tax-free dollars.
- Deferred Compensation:** Voluntary retirement savings programs on pre-tax or post tax (ROTH) basis. The state will match \$1 for every \$1 you contribute to a maximum match of \$75 per month.
- Employee Assistance:** (EAP) Provides confidential, professional assistance through Employee & Family Resources, to employees and family members of employees at no charge.

* *Part-time employees working 20 or more hours per week shall accrue paid leave on a pro-rated basis, in relation to the number of hours worked during the pay period. Employees working less than 20 hours per week on average do not earn paid leave.*

Updated: 04/19/18