



Benefits are a benefit to you!

Employees over 30 hours are eligible for:

1. **Health Insurance** is currently provided through Wellmark with two options. The agency pays a large portion of the premium while the employee pays around \$30/month of the premium.
2. **Dental Insurance** is through Delta Dental. Benefits may include up to \$2,000 annually. The employee pays around \$10 premium monthly.
3. **Vision Insurance** is through Delta Dental. The employee pays around \$2 premium monthly.

The above are based on individual plans. Family plans may also be available

ALL employees are eligible for:

1. **Vacation** begins to accrue on the first day worked. Full time employees earn 3.08 hours every two weeks.
2. **Holidays:** The agency provides 11 paid holidays each year.
3. **Sick Time:** Upon hire, sick leave benefits begin to accrue at the rate of fifteen (15) days per year for full time employees.
4. **Personal Time:** After employees complete their initial 90 day probationary period, they will annually receive one personal day.
5. **Retirement:** There are currently two retirement options: Iowa Public Employees Retirement System or a Tax Sheltered Annuity with Mass Mutual. Employees may contribute at 6.29% and the agency will contribute at 9.44%.

The above are pro-rated for part time employees.

All benefits are subject to change.

Human Resources can provide more and current details of benefits.

Central Office Human Resources: 319-753-0193

Community Action of Southeast Iowa Programs are open to all eligible persons regardless of race, color, creed, national origin, religion, pregnancy, sex, gender identity, sexual orientation, age, physical or mental disability, genetic information, veteran's status, uniformed service, or any other characteristic protected by federal, state or local law.

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