



Benefits are a benefit to you!

Employees over **30 hours** are eligible for:

1. **Health Insurance** is currently provided through Wellmark with three options:
 - i. Single Plan 2A would cost \$946.96 a month, however, the Agency pays \$871.75 of the premium, leaving an employee only \$75.21 a month or \$34.71 per pay period.
 - ii. Single Plan 1B is \$925.91 a month, however, the Agency pays \$871.75 of the premium, leaving an employee only \$54.16 a month or \$25.00 per pay period.
 - iii. Plan C is \$1,013.33 and the Agency pays \$871.75 of the premium, leaving an employee only \$141.58 or \$65.34 per pay period. Plan C is primarily an option for anyone living outside of our 4-county service area.
2. **Dental Insurance** is through Delta Dental.
 - i. Benefits may include up to \$2,000 annually. The employee pays \$30.64 premium monthly. (\$5.00 per pay period for 26 months.)
3. **Vision Insurance** is through Delta Dental.
 - i. The employee pays \$6.30 premium monthly. (\$1 per pay period for 26 pay periods).

The above is based on individual plans. Family plans are also 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 is pro-rated for part time employees. **All benefits are subject to change.** The Human Resource Director can provide more and current details of benefits. Central Office Human Resources: 319-753-0193 ext. 1270