



## Benefits are a benefit to you!

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

1. **Health Insurance** is currently provided through Wellmark with three options with the cost of single plans as follows:
  - i. POS Plan A costs \$1029.34 a month; however, the Agency pays \$871.75 of the premium, leaving an employee \$157.59 or \$72.73 per pay period.
  - ii. POS Plan B is \$924.27 a month, however, the Agency pays \$871.75 of the premium, leaving an employee \$52.52 a month or \$24.24 per pay period.
  - iii. Plan C is \$1,093.66 a month, and the Agency pays \$871.75 of the premium, leaving an employee \$221.91 or \$102.42 per pay period.
2. **Dental Insurance** is through Delta Dental.
  - i. Benefits with an annual maximum of \$2,000. The employee pays a \$10.83 monthly premium. (\$5.00 per pay period for 26 months.)
3. **Vision Insurance** is through Delta Dental.
  - i. The employee pays a \$6.44 premium monthly. (\$1 per pay period for 26 pay periods)

Family plans are available.

**ALL** employees are eligible for:

1. **Vacation** begins to accrue on the first day worked. Full-time employees earn 10 vacation days a year during the first four years of employment.
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:** Employees will receive two personal days annually after completing their initial 90-day probationary period.
5. **Retirement:** There are currently two retirement options: Iowa Public Employees Retirement System or a Tax-Sheltered Annuity with Mass Mutual. Participating employees must contribute 6.29% of wages, and the agency will contribute 9.44%.

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

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. Updated February 2025