

Benefits Summary - Mgmt, Confidential, Cty Atty, Sergeants

1/1/2024

All benefits rates listed below reflect full time employment status.
 Part time employee benefits are pro-rated based on the number of regularly scheduled hours.
 *If selecting **family coverage**, dependent verifications will be required.*
 Dependent Verification Examples: copy of marriage certificate,
 copy of birth certificate for each covered dependent child - **OR** -
 first page of most recent tax return listing all covered dependents (spouse & children).
 Dependent children are covered up to age 26 on benefits, if choosing family coverage.



MEDICAL - Wellmark BC/BS (premiums divided between 1st & 2nd paychecks of each month)

Single \$160/mo Employees who participate in the Wellness program through
Family \$295/mo Health Solutions have the possibility of reducing their monthly premiums.
 Deductible - \$450 (single) / \$875 (family)
 Out-of-pocket Maximum \$1,150 (single) / \$2,300 (family)
 Preventive Claims paid at 100% (In-network)
 Prescription Drug coverage - 30% coinsurance (In-network)

DENTAL - Delta Dental of IOWA (premiums divided between 1st & 2nd paychecks of each month)

Single no cost to employee
Family \$66.76/mo
 Annual Benefit Maximum - \$1250
 In-network Deductible - \$15 (single) / \$45 (family)
 Cleaning/routine exams paid at 100%
 Orthodontics - Paid at 50% with a maximum of \$2,000/lifetime (dep children up to age 22).

VISION INSURANCE - VSP (premiums deducted on second paycheck of each month)

Single \$10.58/mo
Family \$22.76/mo
 Voluntary benefit - employee pays full premium
 Eye Exam - \$10 annually
 Frames & Lens - \$25 deductible
 Contacts - \$150/every calendar year

LIFE INSURANCE - Madison National Life (premiums deducted on second paycheck of each month)

\$25,000 Basic Life Plan - provided by County at no cost to employee.
 Additional Supplemental Life coverage available for employee, spouse & children.

Employee age bands monthly rate/\$10,000	Spouse age bands monthly rates/\$5,000
Under 30 \$ 0.70	Under 30 \$ 0.20
30-34 \$ 0.80	30-34 \$ 0.25
35-39 \$ 1.00	35-39 \$ 0.35
40-44 \$ 1.20	40-44 \$ 0.45
45-49 \$ 1.80	45-49 \$ 0.75
50-54 \$ 2.60	50-54 \$ 1.15
55-59 \$ 4.20	55-59 \$ 1.95
60-64 \$ 5.50	60-64 \$ 2.60
65-69 \$ 9.80	65-69 \$ 4.75
70-74 \$ 15.30	70-74 \$ 7.50
75+ \$ 20.90	75+ \$ 10.30

\$15,000 Supplemental Dependent Child Life coverage - \$3.00/mo total

LEGAL SERVICES - ARAG (premiums deducted on second paycheck of each month)

Premium \$24.45/mo

This benefit requires a full year's participation.

Attorney fees for most covered legal matters are 100% paid in full when using network attorneys

Covered legal matters: Civil Damage Claims, Consumer Protection, Criminal Matters, Debt-Related Matters, Family Law, General Matters, Identity Theft, Government Benefits, Real Estate Matters, Tenants Services, Small Claims Court, Tax Matters, Traffic Matters, Wills and Estate Planning, and more.

SHORT TERM DISABILITY - Madison National Life Insurance Company

Benefit provided by County at no cost to employee.

Elimination (Waiting) Period - 14 consecutive calendar days.

Monthly benefit - 60% of salary

Maximum benefit - \$1,500/week

LONG TERM DISABILITY - Madison National Life Insurance Company

Benefit provided by County at no cost to employee.

Elimination (Waiting) Period - short term disability exhaustion.

Monthly benefit - 66 2/3% of salary

DEFERRED COMPENSATION - Corebridge

457 retirement plan offered to County employees

Pre-tax contributions, deducted through County payroll

Contact Financial Representative Pam Corrick - 641-451-1284

IPERS - State of Iowa

Employee contributes **6.29%** from gross wages; County's portion is **9.44%**.

IPERS - 800-622-3849

Vested after seven (7) years of service and entitled to monthly retirement check.

SHORT TERM LEAVE

Employees accrue 15 hours/month (amount increases with length of service).

Used for vacation, illness, doctor/dental appointments for employee or family members.

In order to access Long Term Leave, use 24 hours of short term leave.

Employees allowed to have a maximum of two (2) years of accruals on anniversary date.

LONG TERM LEAVE

Employees accrue **4 hours/month** during the first 65 months of employment.

Used for serious and/or chronic illness or injury of an employee or family member.

Gain access to Long Term Leave after 24 hours of continuous Short Term Leave.

EYE EXAMS

Reimbursement once of up to a maximum of \$125 every two (2) fiscal years for eye exam.

Reimbursement available to employee only (not family members).

Submit an itemized receipt and EOB to the Human Resources Dept.

Maximum reimbursement in conjunction with VSP insurance is \$10.

**If there are differences between individual benefit contract language and this benefit summary, the contract language prevails.*