

The Basic Benefits Package for Full-time Permanent Adams County Employees

HEALTH INSURANCE

- Provider – Wellmark BCBS –employee’s portion share bi-weekly payroll deduction
 - OPTION 1: \$500 Deductible single/\$1000 family
 - \$1000 Out-of-pocket Maximum Individual/ \$2000 Family

<u>OPTION 1</u>	<u>Total Cost</u>	<u>County Portion</u>	<u>Employee Portion</u>
Employee - Single	\$735.13	\$735.13	\$0 – no cost
Employee, Child(ren)	\$1307.10	\$1007.10	\$300
Employee, Spouse	\$1406.37	\$1106.37	\$300
Employee, Spouse, Child(ren)	\$2060.32	\$1760.32	\$300

- OPTION 2: \$1000 Deductible single/\$2000 family
- \$2000 Out-of-pocket Maximum Individual/\$4000Family

<u>OPTION 2</u>	<u>Total Cost</u>	<u>County Portion</u>	<u>Employee Portion</u>
Employee - Single	\$675.73	\$675.73	\$0 – no cost
Employee, Child(ren)	\$1194.66	\$954.66	\$240
Employee, Spouse	\$1284.73	\$1044.73	\$240
Employee, Spouse, Child(ren)	\$1878.04	\$1638.04	\$240

DENTAL INSURANCE

- Provider – Principal Insurance – employee’s portion share bi-weekly payroll deduction
 - Employee Only – no cost
 - Employee/Child(ren), Employee/Spouse, Employee/Spouse/Child(ren) - \$50.96

VISION INSURANCE – Voluntary Benefit

- Provider – Avesis – all premiums deducted pre-tax bi-weekly payroll deduction

	<u>Employee Cost</u>
Employee - Single	\$9.58
Employee, Child(ren)	\$18.39
Employee, Spouse	\$20.05
Employee, Spouse, Child(ren)	\$25.79

LIFE INSURANCE

- Provider – Principal Life Insurance Company
 - \$15,000 Age-based Policy for Employee Only – no cost to employee

HOLIDAYS

- 12 Paid holidays per year:

<i>New Year's Day (Jan)</i>	<i>Independence Day (July)</i>	<i>Day after Thanksgiving (Nov)</i>
<i>Martin Luther King Day (Jan)</i>	<i>Labor Day (Sept)</i>	<i>Christmas Eve (Dec)</i>
<i>President's Day (Feb)</i>	<i>Veteran's Day (Nov)</i>	<i>Christmas Day (Dec)</i>
<i>Memorial Day (May)</i>	<i>Thanksgiving Day (Nov)</i>	<i>New Year's Eve (Dec)</i>

VACATION

Length of Continuous Service	Days of Vacation/Year
After 6 months	2 days
After 1 Year	5 days
After 2 Years	10 days
After 3 Years	11 days
After 4 Years	12 days
After 5 Years	14 days
After 6 Years	15 days
After 7 Years	16 days
After 15 Years	20 days

SICK LEAVE

- Accrue 8 hours of sick leave monthly with a maximum of 720 hours.

RETIREMENT BENEFITS

- Employee becomes a member of the Iowa Public Employees' Retirement System
 - For additional information see: <https://www.ipers.org/>