Health Insurance – Wellmark Blue Cross and Blue Shield

- Available to full-time employees; Eligible first of second month following employment; (i.e. employment dates anytime in month of January then eligible for coverage March 1). NOTE: All new hires are enrolled in the Choice Plan and start at the “Without Wellness” Premiums for the remainder of the calendar year (see below).
- Single deductible $500 per benefit year; For satisfaction of the family deductible amount, no more than one individual deductible ($500) will apply for any one person. After the deductible is satisfied for one individual, other family members’ claims will be combined to satisfy the remainder of the family deductible ($1,000)
- Single maximum $2,000 out of pocket expenses per benefit year; For satisfaction of the family medical maximum amount, no more than one individual maximum out of pocket ($2,000) will apply. Other family members’ claims will be combined to satisfy the remainder of the family out of pocket expense ($4,000) per benefit year
- Medical Co-Insurance: Participating providers - 90% plan / 10% employee; Non-participating providers - 80% plan / 20% EE
- Preventative Care: Plan pays 100%
- 3 Tier Drug Card; Co-Insurance= 10%, 25%, 40%; No deductible, Out of Pocket Maximum: $1,500/individual & $4,500/family

<table>
<thead>
<tr>
<th>Pre-tax Monthly Choice Health Insurance Premiums (Full-time Employees)</th>
<th>Premium</th>
<th>Employee Only</th>
<th>Employee + Spouse</th>
<th>Employee + Child(ren)</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee with Wellness Participation</td>
<td>$18.75</td>
<td>$37.49</td>
<td>$28.85</td>
<td>$50.70</td>
<td></td>
</tr>
<tr>
<td>Employee without Wellness Participation</td>
<td>$37.49</td>
<td>$74.99</td>
<td>$57.71</td>
<td>$101.39</td>
<td></td>
</tr>
<tr>
<td>Total Premium (Includes Employee and Employer Contribution)</td>
<td>$374.93</td>
<td>$749.86</td>
<td>$577.07</td>
<td>$1,013.39</td>
<td></td>
</tr>
</tbody>
</table>

Dental Insurance – Delta Dental of Iowa

- Available to full-time employees; Eligible first of second month following employment;
- 100% routine diagnostic and preventative services (2 per year)
- 80% routine restorative services without deductible; 50% major restorative services after deductible
- $1,000 maximum benefit per individual, per benefit year, for all services
- Orthodontics apply to dependents under age 19, with maximum lifetime benefit of $1000

<table>
<thead>
<tr>
<th>Pre-Tax Monthly Dental Insurance Premiums (Full-time Employees)</th>
<th>Premium</th>
<th>Employee Only</th>
<th>Employee + Spouse</th>
<th>Employee + Child(ren)</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$0.00</td>
<td>$36.00</td>
<td>$50.00</td>
<td>$80.00</td>
<td></td>
</tr>
<tr>
<td>Employer</td>
<td>$34.00</td>
<td>$34.00</td>
<td>$34.00</td>
<td>$34.00</td>
<td></td>
</tr>
<tr>
<td>Total Premium</td>
<td>$34.00</td>
<td>$70.00</td>
<td>$84.00</td>
<td>$114.00</td>
<td></td>
</tr>
</tbody>
</table>

Vision Insurance – VSP Insurance, VSP Benefit Summary

- Available to full-time employees; Eligible first of second month following employment
- Voluntary employee paid insurance

<table>
<thead>
<tr>
<th>Pre-Tax Monthly Vision Insurance Premiums (Full-time Employees)</th>
<th>Employee Only</th>
<th>Employee + Spouse</th>
<th>Employee + Child(ren)</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$7.40</td>
<td>$14.81</td>
<td>$15.84</td>
<td>$25.32</td>
</tr>
</tbody>
</table>

Long-Term Disability Insurance – Madison National Life

- Available to full-time employees; Eligible first of second month following employment
- 90-calendar day waiting period before benefit payments begin
- Pays 66-2/3% of gross salary, minimum of $50/month; offset for other disability payments (i.e. socialsecurity)
- Premium: .198 % of base salary; Airport pays 100%

Basic Life Insurance (Term) - Madison National Life

- Available to full-time employees; Eligible first of second month following employment
- $50,000 face value with Accidental Death & Dismemberment Benefits
- Airport pays 100%

Supplemental Life Insurance (Term) - Madison National Life

- Available to full-time employees; Eligible first of second month following employment
- Purchase in multiples of $5,000 up to five times annual salary to $500,000 maximum
- Employee premium varies; Airport pays $0

Holidays


This is only a summary. Please refer to the Personnel Policy Manual, or applicable labor agreement for complete information.
Longevity
• Available to regular full-time and regular part-time employees:
• Semi-annual payments recognize long-term service; regular part-time pro-rated to budgeted work week

<table>
<thead>
<tr>
<th>Employee Status</th>
<th>Years of Service</th>
<th>5</th>
<th>10</th>
<th>15</th>
<th>20</th>
<th>25</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular, Full-Time</td>
<td>Payments Per Month</td>
<td>$25</td>
<td>$50</td>
<td>$75</td>
<td>$100</td>
<td>$125</td>
</tr>
<tr>
<td>Regular, Part-Time</td>
<td>Payments Per Month</td>
<td>$10</td>
<td>$20</td>
<td>$30</td>
<td>$40</td>
<td>$50</td>
</tr>
</tbody>
</table>

IRS Section 125 Flex Plan – ASI, Inc.
- Available to full-time employees - Program offers pre-tax options for:
  - Premium Advantage: premiums you pay for health, dental, and vision coverage automatically deducted pre-tax
  - Medical Reimbursement: non-reimbursed medical expenses
  - Dependent Care: reimbursement for work-related dependent day-care costs
- Funded by employee elected pre-tax payroll deductions
- Plan year: January – December

Retirement
- Iowa Public Employees Retirement System (IPERS)
  - Membership mandatory, vested after 7 years
  - Administered by State of Iowa
  - Contributions: Employee – 6.29%; Airport – 9.44%
- FICA:
  - Social Security: Employee and Airport - 6.20% to $137,700 covered wages
  - Medicare: Employee and Airport - 1.45%

Deferred Compensation (IRS Section 457) - Multiple Providers & Investment Options
- Voluntary employee-funded retirement savings program (Federal/State tax deferred)
- Tax deferred contributions:
  - Minimum - $10 bi-weekly
  - Maximum – 2020 regular limit: 50% of gross salary up to $19,500 – Over 50 catch-up limit: $6,500, $26,000 (total)

401 Money Purchase Plan (IRS Section 401)
- ICMA is the exclusive provider
- Full-time hourly employees who voluntary participate in the City of Cedar Rapids 457 Deferred Compensation Plan receive a matching tax deferred contribution from the Commission into the participant’s 401(a) Retirement Plan up to one-half percent (1/2%) of the employee’s annual salary.

Flex Leave
- Available to full-time employees; Accrued on a monthly basis and is available for use as it is earned;
- Combines traditional leaves (vacation, sick leave, funeral leave, and personal days)
- Leave is accumulated into a flex-leave account and a long-term illness/injury account
- Long-term illness and injury coordinates with long-term disability insurance

<table>
<thead>
<tr>
<th>Employee Status</th>
<th>1 - 12 months</th>
<th>13 - 72 months</th>
<th>73-132 months</th>
<th>133-192 months</th>
<th>193+ months thereafter</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overtime Eligible</td>
<td>11.4 hrs/month</td>
<td>14.7 hrs/month</td>
<td>18.0 hrs/month</td>
<td>21.4 hrs/month</td>
<td>24.7 hrs/month</td>
</tr>
<tr>
<td>Overtime Exempt</td>
<td>18.0 hrs/month</td>
<td>18.0 hrs/month</td>
<td>21.4 hrs/month</td>
<td>24.7 hrs/month</td>
<td>24.7 hrs/month</td>
</tr>
</tbody>
</table>

Educational Assistance
- Available to full-time employees who have completed a probationary period
- Coursework must be at accredited institution and pre-approved
- Covers degree program, or position-related course; tuition and books at 60% up to $1,700 per calendar year
- Requires grade “C” or above for reimbursement

Employee Assistance Program - Mercy Medical Center
- Counseling services (marital discord, depression, divorce, family issues, financial concerns, anxiety, substance abuse, grief/loss) for employees and family members; 3 sessions per family member (June-May)
- Premium: $1.32/month; Airport pays 100%

Employee Recognition Program
- Retirement awards, customer service and other recognition activities

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