

# DES MOINES AIRPORT AUTHORITY

## EMPLOYMENT OVERVIEW



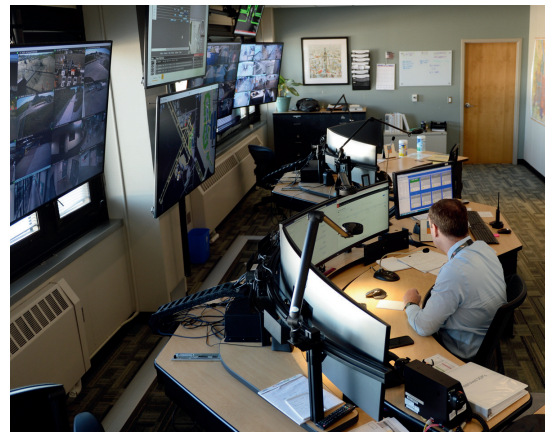
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# ABOUT DMAA

The Des Moines Airport Authority owns and operates Des Moines International Airport (DSM), serving as the gateway to Central Iowa. Our team is committed to delivering a first-class travel experience, supporting economic growth, and connecting people to the world. As the airport continues to grow—with a new terminal on the horizon—we're building more than just infrastructure; we're building opportunity.

Working at DSM means being part of a dynamic, mission-driven organization where innovation, collaboration, and community are at the heart of everything we do. Whether you're on the airfield or behind the scenes, every role contributes to keeping Iowa moving forward. Join us and help shape the future of air travel in the region.



# DES MOINES AIRPORT AUTHORITY

# FLY DSM 5

As Iowa's largest airport, we are committed to making travel to and from DSM as EASY as it can be.

## DMAA CORE VALUES: THE FLY DSM 5

Des Moines Airport Authority employees' commitment to excellence is guided by core values—the Fly DSM 5. These five principles shape how we serve our passengers, support our partners, and prepare for the future.



**STRONG SAFETY  
CULTURE**



**INVISIBLE SECURITY**



**BUSINESS  
EXCELLENCE**



**ACCOMMODATE  
GROWTH**



**FUTURE-PROOF THE  
AIRPORT**

The Fly DSM 5 represents our dedication to continuous improvement and our vision for the future. Together, we are building an airport that meets today's needs while preparing for tomorrow's possibilities.

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# DES MOINES AIRPORT AUTHORITY

# FLY DSM 5

## DMAA CORE VALUES: THE FLY DSM 5

- 1 STRONG SAFETY CULTURE**

Safety is critical to a well-functioning airport. Everyone must think Safety First in all that they do to ensure they and their co-workers leave work safely after every shift. Aircraft Operators and Passengers can rely on a safe operational environment.
- INVISIBLE SECURITY 2**

Security is a must. Our goal is strong physical security to keep passengers safe in a welcoming terminal. Cybersecurity must protect critical systems and functions for the Authority and tenants.
- 3 BUSINESS EXCELLENCE**

Effectively manage the Business of Airports by listening to the Voice of Passengers and striving to be an Employer for Choice for the Authority team.
- ACCOMMODATE GROWTH 4**

The airport must accommodate growth that occurs over time to promote economic expansion. To accomplish this, we will focus on completing Phase 1A and 1B of the new terminal, and be prepared to handle 5 million passengers by 2035.
- 5 FUTURE-PROOF THE AIRPORT**

As the world around us continues to evolve, the Authority must continue to look for opportunities in that change (autonomous vehicles, Advance Air Mobility, digital and virtual transactions).

OUR “WHY” IS MAKING TRAVEL TO AND FROM DSM AS EASY AS IT CAN BE.

# DES MOINES AIRPORT AUTHORITY

# IA IMPACT

The Iowa DOT prepared the 2022 Aviation Economic Impact Report to better understand how the aviation system works and the importance of the aviation industry to the state's economy.

Businesses and individuals rely on aviation to move them quickly and to deliver specialized aviation services that keep Iowa competitive. The Des Moines International Airport provides airline service and supports all types of general aviation activity.

## IMPACTS FOR DES MOINES INTERNATIONAL AIRPORT

**\$752M**

TOTAL ANNUAL ECONOMIC ACTIVITY

**1,700**

ON-AIRPORT JOBS

**3.1 M**

ANNUAL VISITORS



DES MOINES INTERNATIONAL AIRPORT SUPPORTS COMMERCIAL AND GENERAL AVIATION CONNECTIVITY TO MARKETS THROUGHOUT THE UNITED STATES AND BEYOND.

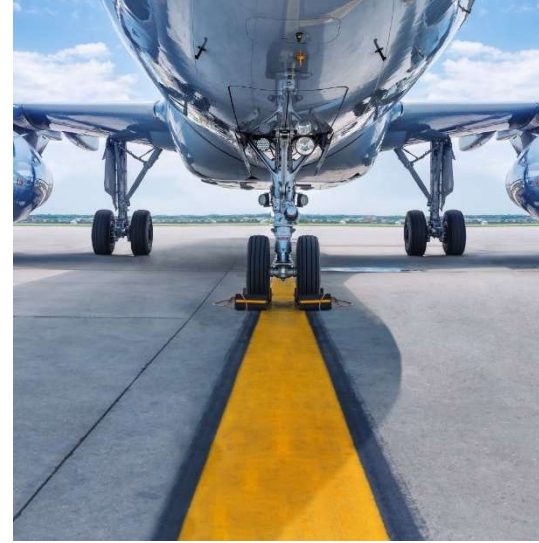
### TOP PASSENGER MARKETS SERVED:

1. CHICAGO 2. DENVER 3. DALLAS 4. ATLANTA 5. MINNEAPOLIS



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2025 - 2026

## Employee Benefits Highlights

If you are a full-time employee, you are eligible to participate in the Medical, Dental, and Vision Plans.

### Medical Plan Summary

	In-Network	Out-of-Network
<b>ANNUAL DEDUCTIBLE (Calendar year)</b>		
Individual	\$500	\$500
Family	\$1,000	\$1,000
<b>ANNUAL OUT-OF-POCKET MAXIMUM (Calendar year)</b>		
Individual	\$1,000	\$1,000
Family	\$2,000	\$2,000
<b>COINSURANCE/COPAYS</b>		
Preventive Care	Covered at 100%	Deductible, 40% Coinsurance
Primary Care Physician	Designated PCP - \$20 Copay Non-Designated PCP - \$35 Copay	Deductible, 40% Coinsurance
Specialist	\$50 Copay	Deductible, 40% Coinsurance
Doctor On Demand	\$15 Copay	Not Covered
Chiropractor and Physical Therapy	\$25 Copay	Deductible, 40% Coinsurance
Urgent Care	\$35 Copay	Deductible, 40% Coinsurance
Emergency Room	\$350 Copay	\$350 Copay
Inpatient/Outpatient Hospital Care	Deductible, 10% Coinsurance	Deductible, 40% Coinsurance
<b>PRESCRIPTION DRUGS (Blue Rx Complete Formulary)</b>		
Retail (30-day supply)	Tier 1 \$25 Copay / Tier 2 \$50 Copay / Tier 3 \$100 Copay	N/A
Specialty Drugs	Generic \$160 Copay / Preferred \$225 Copay / Non-Preferred \$275 Copay	
Mail Order (90-day supply)	3x Copay	N/A
<b>PER PAYCHECK CONTRIBUTIONS</b>		
<b>MEDICAL PREMIUMS</b>	<b>EMPLOYEE</b>	<b>EMPLOYER</b>
Employee Only	\$18.96	\$222.19
Family	\$47.39	\$534.71

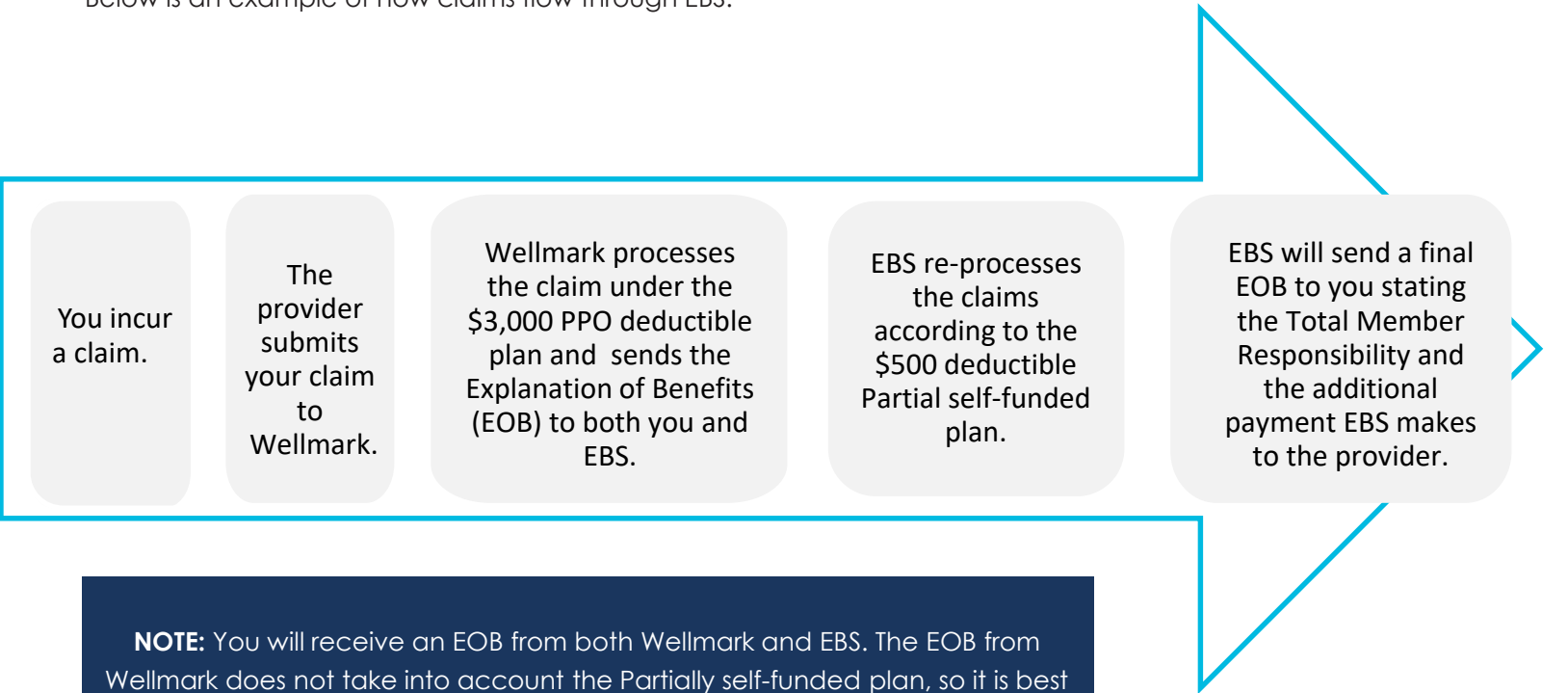
### Annual Authority Medical or FSA Contribution

If you are enrolled in a Medical Flexible Spending Account, the Authority will contribute \$480 to it annually. If you would rather have that contribution put towards your health insurance employee contribution instead, please indicate on your enrollment form.

PARTIALLY SELF-FUNDED MEDICAL PLAN

Des Moines Airport Authority purchases a \$3,000 PPO deductible plan from Wellmark and buys down the deductible and out-of-pocket maximum through Employee Benefit Services (EBS). The deductible and out-of-pocket amounts you are responsible for are listed on the previous page in bold. Claim amounts that exceed your deductible or out of pocket maximum will be covered by the Airport Authority.

Below is an example of how claims flow through EBS.



**NOTE:** You will receive an EOB from both Wellmark and EBS. The EOB from Wellmark does not take into account the Partially self-funded plan, so it is best practice to wait until you receive the final EOB from EBS to pay your provider.



## DENTAL COVERAGE

Des Moines Airport Authority offers a dental PPO plan through Delta Dental of Iowa. The plan provides you and your family with coverage for typical dental expenses, such as cleanings, X-rays, fillings, and orthodontia for children.

	PPO	Premier/Non-Participating
<b>DEDUCTIBLE</b>		
Individual	\$15	\$25
Family	\$45	\$75
<b>BENEFITS</b>		
<b>Individual Annual Maximum</b>	\$1,250	\$1,250
<b>Diagnostic &amp; Preventive</b> <i>Exams/cleanings, Fluoride, x-rays, sealants</i>	100%	100%
<b>Regular Restorative Services</b> <i>Emergency</i> <i>Treatment, fillings, surgical services</i>	90%	80%
<b>Crowns, Inlays/Onlays, Periodontics (conservative), Endodontics</b>	80%	80%
<b>Major Services</b> <i>Dentures,</i> <i>Periodontics (complex), Bridges, Implants</i>	50%	50%
<b>Orthodontics (Adult &amp; Child)</b>	50%	50%
<b>PER PAYCHECK CONTRIBUTIONS</b>		
<b>DENTAL PREMIUMS</b>	<b>EMPLOYEE</b>	<b>EMPLOYER</b>
Employee Only	\$0	\$30.64
Family	\$0	\$51.42

## VISION COVERAGE

Des Moines Airport Authority's vision plan is administered by Avesis. The plan covers services such as eye exams, lenses, frames, and contact lenses. And, when you use an Avesis network provider, you will receive a discount on your vision care services.

	In-Network	Out-of-Network Reimbursements
<b>Materials Copay</b>	\$25	N/A
<b>Frame Allowance</b> <i>(Once every 24 months)</i>	\$50 Wholesale allowance up to \$150	Up to \$45
<b>Spectacle Lenses</b> <i>(Once every 12 months)</i> Single Bifocal Trifocal Lenticular Other Lens Options	Covered in full after \$25 Copay	Up to \$25 Up to \$40 Up to \$50 Up to \$80 N/A
<b>Contact Lenses</b> <i>(Once every 12 months)</i> Elective Medically Necessary	\$130 Allowance Covered in full	Up to \$130 Up to \$250
<b>Lasik Surgery</b> <i>(One time allowance)</i>	\$150 Allowance; Provider discount up to 25%	\$150 Allowance
<b>PER PAYCHECK CONTRIBUTIONS</b>		
<b>VISION PREMIUMS</b>	<b>EMPLOYEE</b>	<b>EMPLOYER</b>
Employee Only	\$0	\$1.71
EE + Sp	\$1.29	\$1.71
EE + Child(ren)	\$1.89	\$1.71
Family	\$2.75	\$1.71

## Additional Benefits

Benefit	Plan Summary	Employee Cost								
<b>Group Term Life Insurance</b> <i>(Automatically enrolled upon hire)</i>	2x Annual Base Pay	No cost to Employee								
<b>Supplemental Life Insurance</b>	Additional Employee, Spouse and Child term life options	Employee Paid								
<b>Long Term Disability</b> <i>(Automatically enrolled upon hire)</i>	90-Day wait, 66.6% benefit	No Cost to Employee								
<b>Flexible Spending Account</b>	Medical Flexible Spending Account and Dependent Care Flexible Spending Account	Authority contribution of \$480 per year to Medical Flex Employee can contribute up to IRS Limit								
<b>Post-Employment Health Plan</b>	Medical Reimbursement Account for post-employment	Authority contribution of \$1,050 No Cost to Employee								
<b>Pension Plan (required)</b>	Iowa Public Employers Retirement System (IPERS)	Employee contribution: 6.29% Authority contribution: 9.44%								
<b>Deferred Compensation</b>	401A – must elect w/in 1st 60 days 457 457 Roth	4.5% Airport match Employee can contribute up to IRS max.								
<b>Tuition Reimbursement</b>	Books and tuition reimbursement for a degree seeking program	\$2,400 per year Authority reimburses after qualifying grade of C								
<b>Sick Leave</b>	Accrues at 1 day per month. Unused sick leave payout at Retirement	No Cost to Employee								
<b>Holiday Leave</b>	11 paid holidays per year	No Cost to Employee								
<b>Vacation Leave</b>	<table><tr><td><u>Years of Service</u></td><td><u>Vacation Hours</u></td></tr><tr><td>&lt; 5 years</td><td>120</td></tr><tr><td>5-19 years</td><td>160</td></tr><tr><td>20+ years</td><td>200</td></tr></table>	<u>Years of Service</u>	<u>Vacation Hours</u>	< 5 years	120	5-19 years	160	20+ years	200	No Cost to Employee
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< 5 years	120									
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