

## AIRPORT AUTHORITY – Summary of Benefits

Benefit	Plan Summary	Employee Cost								
<b>Health Insurance</b>	\$500 /\$1,000 Deductible POS See Benefit Summary for details	Employee Only: \$18.95 per pay Family: \$47.39 per pay								
<b>Dental Insurance</b>	\$1,250 per person benefit per year See plan summary for details	No cost to Employee								
<b>Vision Hardware Insurance</b>	Avesis Vision Hardware insurance for glasses / contacts	No cost to Employee Supplemental coverage for dependents at Employee expense								
<b>Group Term Life Insurance</b>	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>	90-day wait, 66.6% benefit	No cost to Employee								
<b>Flex Spending Account</b>	Medical and Dependent Care Flex plan	- Authority contribution of \$480 per year to Medical Flex - Employee can contribute additional funds up to IRS limit								
<b>Post-Employment Health Plan</b>	Medical reimbursement account for post-employment	Authority contribution of \$1,050 per year								
<b>Deferred Compensation</b>	401A – 4.5% Airport match <b>or</b> 457 – 4.5% Airport match  Payroll Roth IRA	Employee can contribute up to IRS max  Employee contribution only								
<b>Pension Plan</b>	Iowa Public Employers Retirement System (IPERS)	Employee contribution: 6.29% Authority Contribution: 9.44%								
<b>Tuition Reimbursement</b>	Books and Tuition reimbursement for a degree seeking program	\$2,400 per year reimbursed after qualifying grade of C								
<b>Sick Leave</b>	Accrues at 1 day per month Unused sick leave payout at Retirement									
<b>Holiday Leave</b>	11 paid holidays per year									
<b>Vacation Leave</b>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: left;"><u>Years of Service</u></td> <td style="text-align: left;"><u>Vacation Hours</u></td> </tr> <tr> <td>&lt; 5 years</td> <td>120</td> </tr> <tr> <td>6 – 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	6 – 19 years	160	20 + years	200	
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