

**CEDAR RAPIDS AIRPORT COMMISSION BENEFITS SUMMARY  
AIRPORT SAFETY BARGAINING EMPLOYEES – Traditional Plan  
JANUARY 1, 2012 THROUGH DECEMBER 31, 2012**

**Health Insurance** – [PreferredOne](#) (PPO is Midland’s Choice in IA & PHCS Healthy Directions outside IA)

- Eligible first of second month following employment; (i.e. employment dates anytime in month of January then eligible for coverage March 1); 5-month waiting period from eligibility date for reduced premium.
- Single medical deductible \$200 per contract, per benefit year ; Family medical deductible \$500 per contract, per benefit year
- Single medical maximum \$700 out of pocket expenses per contract, per benefit year; Family medical maximum \$1,400 out of pocket expenses per contract, per benefit year
- Medical Co-Insurance: Participating providers - 90% plan / 10% employee; Non-participating providers - 80% plan / 20% employee
- 3 Tier Drug Card; Co-Insurance = 10% Generic, 25% Formulary, 40% Name Brand; Single deductible \$200, Family deductible \$200; Single out of pocket maximum \$600, Family out of pocket maximum \$600

<b>Full-time Employees</b>				
	1st 5 months		after 5 months	
	Single	Family	Single	Family
Airport	273.00	655.00	546.00	1,310.00
Employee	333.00	785.00	60.00	130.00
<b>Total</b>	<b>606.00</b>	<b>1,440.00</b>	<b>606.00</b>	<b>1,440.00</b>

**Dental Insurance** - [Delta Dental of Iowa](#)

- Eligible first of second month following employment; no waiting period for reduced premium
- 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 \$750 over 2-year period

<b>Pre-tax Dental Insurance Premiums</b>				
<b>Full-time Employees</b>				
	<b>Employee Only</b>	<b>Employee + Spouse</b>	<b>Employee + Child(ren)</b>	<b>Family</b>
Employee	0.00	29.00	35.00	58.00
City	29.00	29.00	29.00	29.00
<b>Total</b>	<b>29.00</b>	<b>58.00</b>	<b>64.00</b>	<b>87.00</b>

**Long Term Disability Insurance** - [Madison National Life](#)

- 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. social security)
- Premium: .240% of base salary; Airport pays 100%

**Basic Life Insurance (Term)** - [Madison National Life](#)

- Eligible first of second month following employment
- \$10,000 face value, with Accidental Death & Dismemberment Benefits
- Airport pays 100%

**Supplemental Life Insurance (Term)** - [Madison National Life](#)

- Eligible first of second month following employment
- Purchase in multiples of \$5,000 up to twice annual salary up to \$50,000 maximum
- Employee premium varies; dependent rider \$0.68/month; Airport pays \$0

*This is only a summary. Please refer to the Personnel Policy Manual, or applicable labor agreement for complete information.*

**IRS Section 125 Flex Plan – ASI, Inc.**

- Program offers pre-tax options for:
  - Premium Advantage: premiums you pay for health and dental 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 4 years; will change 7/1/2012 to vested after 7 years
  - Administered by State of Iowa
  - Contributions: Employee – 6.65%; Airport – 9.97%
- FICA:
  - Social Security: Employee and Airport - 6.20% to \$110,100 covered wages
  - Medicare: Employee and Airport - 1.45% to unlimited covered wages

**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 – 2012 regular limit: 50% of gross salary up to \$17,000 - 2012 Over 50 catch-up limit: \$5,500

**Flex Leave**

- Leave is accrued on a monthly basis and is available for use as it is earned; regular PT pro-rated to budgeted work week
- Combines traditional leaves (vacation, sick leave, funeral leave, and personal days)
- Leave is accumulated into a flex-leave account and a long-term disability insurance immediate

Employee Status	1-12 months	13–72 months	73-132 months	133-192 months	193 months thereafter
Overtime Eligible (Shift)	12.9 hrs/month	16.3 hrs/month	19.8 hrs/month	23.4 hrs/month	26.9 hrs/month
Overtime Eligible (Day)	12.2 hrs/month	15.5 hrs/month	18.8 hrs/month	22.2 hrs/month	25.5 hrs/month

**Holidays**

- New Year’s Day, Memorial Day, July 4<sup>th</sup>, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve, Christmas Day

**Longevity**

- Monthly payments recognize long-term services; regular PT pro-rated to budgeted work week

Years of Service	5	10	15	20	25
Payments Per Month	\$20	\$40	\$60	\$80	\$100

**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; 5 sessions per member (June-May)
- Premium: \$1.55/month; Airport pays 100%

**Employee Recognition Program**

- Retirement awards, customer service and other recognition activities