

**CITY OF CEDAR RAPIDS LIBRARY BOARD OF TRUSTEES BENEFITS SUMMARY  
LIBRARY 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).
- 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% Non-formulary Name Brand; Single deductible \$100, Family deductible \$200; Single out of pocket maximum \$400, Family out of pocket maximum \$600

Pre-tax Health Insurance Premiums						
Full-time Employees			Part-time Employees			
			50%		75%	
	Single	Family	Single	Family	Single	Family
City	546.00	1,310.00	273.00	655.00	409.50	982.50
Employee	60.00	130.00	333.00	785.00	196.50	457.50
Total	606.00	1,440.00	606.00	1,440.00	606.00	1,440.00

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

- 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 \$750 over 2-year period

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

**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; City 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
- City 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 to \$100,000
- Employee premium varies; dependent rider \$0.68/month; City 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 deductions
- Plan year: January - December

### **Retirement**

- [Iowa Public Employee Retirement System \(IPERS\)](#)
  - Membership mandatory, vested after 4 years; will change 7/1/12 to vested after 7 years
  - Administered by State of Iowa
  - Contributions: Employee – 5.38%; City – 8.07%
- FICA:
  - Social Security: Employee and City - 6.20% to \$110,100 covered wages
  - Medicare: Employee and City - 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 maximum 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 leave)
- 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

Employee Status	1-24 months	25-76 months	77-132 months	133-192 months	193 months thereafter
Library Regular	11.4 hrs/month	14.7 hrs/month	18.0 hrs/month	21.4 hrs/month	24.7 hrs/month

Employee Status	1-192 months	193 months thereafter
MLS Employees	21.4 hrs/month	24.7 hrs/month

### **Holidays**

- New Year's Day, President's Day, Good Friday, Memorial Day, July 4<sup>th</sup>, Labor Day, Thanksgiving Day, Christmas Day

### **Longevity**

- Semi-annual 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)
- Covered by City health insurance plan
- Premium: \$1.55/month; City pays 100%

### **Employee Recognition Program**

- Retirement awards, customer service and other recognition activities