

BENEFITS SUMMARY

Full-Time Board-Approved Hotel Exempt Staff

INSURANCE

Medical Insurance

- Wellmark Blue Cross & Blue Shield of Iowa – 4 plans available
- Employee single premium paid at HMO Core and HDHP level
- Option to cover eligible spouse/partner and/or children
- Coverage effective first of the month following FT date of hire
- Employee may opt out of plan

Dental Insurance

- Delta Dental of Iowa
- Employee single premium paid in full
- Option to cover eligible spouse/partner and/or children
- Employee may opt out of plan

Vision Insurance

- Vision Service Plan
- Employee single premium paid in full
- Option to cover eligible spouse/partner and/or children
- Employee may opt out of plan

Life/AD&D Insurance

Supplemental Life Insurance

- 2x Annual Salary – Employee premium paid in full
- Optional for employee, eligible spouse/domestic partner and children

Long Term Disability

- Benefit is 70% of base salary after 90-day waiting period
- Employee premium paid in full

Flexible Benefit Plan

- Healthcare Expense Account up to IRS limit per plan year (July – June)
- Dependent Care Expense Account up to IRS limit per plan year (July – June)

PAID TIME OFF

Vacation

- 20 days/fiscal year (prorated at 2 days/month to max of 20 days)
- Bank 5 days per fiscal year not to exceed 30 days banked

Holidays

- Seven (7) Paid Holidays
 - New Year's Day
 - Martin Luther King, Jr. Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - Christmas Day

Sick Leave

- 6 days per fiscal year, accrues up to 50 days

Personal Days

- 2 days per fiscal year

Bereavement Leave – Family

- 5 days per fiscal year

Maternity/Paternity Leave

- Employees may convert up to 5 sick days to maternity/paternity leave during the first six (6) months after delivery, adoption or placement of a foster child.

► RETIREMENT

Enrollment in a retirement plan is mandatory under Iowa Code

Plans

- One-time election of either IPERS or TIAA

Contribution

- Employer: 9.44%
- Employee: 6.29% (pre-tax)

403(b) Retirement Annuities

- Optional benefit

Retirement Incentive Program

- Eligibility: Age 55 with 10 years of full-time board-approved employment
- Cash incentive is 5% for each year of consecutive FT board-approved employment, not to exceed 100%.
- Single medical, dental and vision premium paid until Medicare eligible.

► TUITION BENEFITS

Kirkwood Tuition Benefit

- Six (6) credit hours per semester tuition-free for Kirkwood courses
- Continuing Education benefit of \$1000 per fiscal year.
- Effective first semester/session after date of hire

Dependent Tuition Benefit

- 50% discount on credit tuition only for dependent children and spouse/partner
- Effective first semester after date of hire

Tuition Reimbursement

- \$2,000 for Bachelor's degree / \$2,500 for Master's/PhD

Tuition Discount/Non-Kirkwood

- When applying for admission at other institutions, please inquire about any discounts available for Kirkwood employees.

► OTHER BENEFITS

Employee Assistance Program (EAP)

- Mercy EAP with a limit of six (6) visits per family member per calendar year

Computer Purchase Program

- Purchases of up to \$4,000 from Kirkwood EagleTech eligible for interest-free payroll deductions over 1, 2 or 3 years

Recreation Center

- Free to employee
- Spouse/Partner and children age 14-25 is \$25 for a six-month membership

Service Awards

- Awarded in 5 year increments beginning with 5 years of full-time employment