

## AIRPORT AUTHORITY – Summary of Benefits

Benefit	Plan Summary	Employee Cost								
Health Insurance	\$500 /\$1,000 Deductible POS See Benefit Summary for details	Employee Only: \$8.18 per pay Family: \$20.44 per pay								
Dental Insurance	\$1,250 per person benefit per year See plan summary for details	No cost to Employee								
Group Term Life Insurance	2X Annual Base Pay	No cost to Employee								
Supplemental Life Insurance	Additional Employee, Spouse and Child term life options	Employee paid								
Long Term Disability	90-day wait, 66.6% benefit	No cost to Employee								
Flex Spending Account	Medical and Dependent Care Flex plan	- Authority contribution of \$480 per year to Medical Flex - Employee can contribute additional funds up to IRS limit								
Post-Employment Health Plan	Medical reimbursement account for post-employment	Authority contribution of \$1,050 per year								
Deferred Compensation	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								
Pension Plan	Iowa Public Employers Retirement System (IPERS)	Employee contribution: 6.29% Authority Contribution: 9.44%								
Tuition Reimbursement	Books and Tuition reimbursement for a degree seeking program	\$2,400 per year reimbursed after qualifying grade of C								
Sick Leave	Accrues at 1 day per month Unused sick leave payout at Retirement									
Holiday Leave	11 paid holidays per year									
Vacation Leave	<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>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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