



IOWA

Benefits for State of Iowa Employees

(Except employees covered by the State Police Officers Council (SPOC))



2020 Benefits at a Glance

This document provides highlights of the 2020 State of Iowa benefits for employees (except employees covered by the State Police Officers Council (SPOC)). Since it is only a summary, it cannot be considered a legal document. More detailed information about the state's employee benefits is offered at the Department of Administrative Services (DAS) website (<https://das.iowa.gov/human-resources/employee-and-retiree-benefits>) and the Iowa Public Employees' Retirement System (IPERS) website (<http://www.ipers.org>).

The benefits described herein are subject to change. Nothing herein shall be construed as a guarantee of future benefits.

General Information

Benefit Eligibility

Employees are eligible to participate in the State of Iowa's benefit program if they are permanent (non-temporary) or probationary employee. In addition:

- Employees who work at least 20 hours a week are eligible to participate in the following benefits:
 - Health Insurance.
 - Dental Insurance.
 - Flexible Spending Accounts.
 - Retirement Investors' Club (RIC)*.
- Employees who work at least 30 hours a week are also eligible to participate in the following additional benefits:
 - Life Insurance.
 - Long-Term Disability Insurance.

* Eligibility requirements do not apply to employees who are eligible for RIC's tax-sheltered annuity program or to employees who have a fixed annual salary.

Benefit Eligibility for Family Members

Eligible family members for health and dental insurance coverage are:

- Employee's spouse. A husband or wife as the result of a legally recognized marriage in Iowa. This does not include a spouse from whom you are legally separated or divorced.
- Employee's domestic partner. This is an unmarried person who has signed an affidavit of domestic partnership with the plan member.
- Employee's children through the end of the calendar year in which they turn age 26.
- Employee's unmarried children over the age of 26 who are full-time students.
- Employee's unmarried children who are totally and permanently disabled prior to age 27.

Annual Enrollment and Change Period

In the fall of each year, there is an Enrollment and Change period for health insurance, dental insurance, life insurance, flexible spending accounts, and electing to have premiums taken on a pretax or post-tax basis. Unless the employee has a qualified life event during the year, the Enrollment and Change period is the only time an employee can make changes to their health insurance, dental insurance, life insurance, flexible spending accounts, or pretax program participation.

Group Insurance

Health Insurance

Health insurance coverage is effective the first day of the calendar month following completion of one month of continuous employment. The State of Iowa offers employees one health plan (administered by Wellmark Blue Cross and Blue Shield) with two provider network options:

- **Iowa Choice** has a provider network for in-state care, with a large selection of providers within the state and some surrounding counties.
- **National Choice** offers an expanded network, with the option to receive services from Iowa-based providers as well as providers throughout the U.S.

Plan design is identical between Iowa Choice and National Choice. The only difference between the two options is the networks.

The chart below compares the health insurance options.

	Iowa Choice Option	National Choice Option
Type of plan	HMO	PPO
Preexisting Condition Waiting Period	None	None
Affordable Care Act (ACA) preventive services	Covered at 100%, per ACA guidelines	
Office visits	Primary care provider: \$15 copay Specialist: \$30 copay	
Virtual office visit	\$10 copay	
Annual deductible		
● Single		\$250
● Family		\$500
Coinsurance	10%	In-network: 10% Out-of-network: 20%
Medical Out-of-Pocket Maximum		
● Single		\$1,000
● Family		\$2,000
Annual Maximum		None
Lifetime Maximum		None
Inpatient Room and Board	10% after the deductible	In-network: 10% after the deductible Out-of-network: 20% after the deductible
Emergency Room	\$100 copayment; waived if admitted	
Prescription - Retail		30-day supply
Tier 1 Generic		\$10 copay
Tier 2 Preferred Brand		\$25 copay
Tier 3 Non-Preferred Brand		\$50 copay
Tier 4 Preferred Specialty		\$100 copay
Non-Preferred Specialty		\$200 copay
Prescription – Mail Order		90-day supply
● Preferred Generic		\$20 copay
● Preferred Brand Name		\$50 copay
● Non-Preferred		\$100 copay
Prescription Out-of-Pocket Maximum		
● Single		\$5,850
● Family		\$11,700

2020 Monthly Health Insurance Premiums (Full-Time Employees)

	Total Premium	State Share	Percent of Premium	Employee Share	Percent of Premium
Iowa Choice					
Single	\$761.00	\$716.00	94%	\$45.00	6%
Family	\$1,788.00	\$1,628.00	91%	\$160.00	9%
National Choice					
Single	\$837.00	\$716.00	86%	\$121.00	14%
Family	\$1,964.00	\$1,628.00	83%	\$336.00	17%

Dental Insurance

Dental insurance coverage is effective the first day of the calendar month following the completion of one month of continuous employment. Dental insurance is provided by Delta Dental of Iowa.

Delta Dental Premier	Coverage
Annual Deductible	\$0
Annual Maximum Benefit per Member	\$1,500
Check Ups and Teeth Cleaning	0% coinsurance
Cavity Repair and Tooth Extractions	20% coinsurance
Root Canals, Gum and Bone Disease, High Cost Restorations, Bridges, Dentures, and Dental Implants	50% coinsurance
Orthodontics (only for dependents under age 19)	
Coinsurance	50%
Lifetime Orthodontics Benefit per Member	\$1,500

In addition to dental benefits, the dental insurance plan includes access to a vision discount program through EyeMed Vision Care at no additional cost. If enrolled in Delta Dental of Iowa, the employee (and their family members, if applicable) is eligible to receive the discounts.

2020 Monthly Dental Insurance Premiums (Full-Time Employees)

	Total Premium	State Share	Percent of Premium	Employee Share	Percent of Premium
Single	\$30.60	\$30.60	100%	\$0.00	0%
Family	\$82.24	\$41.12	50%	\$41.12	50%

Life and Long-Term Disability Insurance

Life and long-term disability insurance coverage is effective the first of the calendar month following completion of one month of continuous employment for those who work 30 hours or more per week.

Life Insurance

Basic Life Insurance: The State of Iowa provides basic life insurance in the amount of **\$20,000** to employees who work 30 hours or more per week.

Supplemental Life Insurance: Employees can purchase supplemental term life insurance at group rates. The premium is based on the employee's age and the amount of supplemental coverage elected. The minimum amount of supplemental life insurance available is \$5,000. The maximum that can be purchased is **\$100,000**.

Accidental Death and Dismemberment Insurance

The State of Iowa provides accidental death and dismemberment insurance that equals basic life insurance plus the elected amount of supplemental life insurance to employees who work 30 hours or more per week. Included in this benefit is coverage for dismemberment and loss of sight.

Long-Term Disability Insurance

The State of Iowa provides long-term disability insurance that provides for a monthly benefit of 60 percent of up to \$60,000 of the employee's annual earnings.

The employee must be disabled through the elimination period. The elimination period is the greater of 18 weeks, excluding designated holidays, or until all sick leave is exhausted whichever is later.

Time Off Benefits

Vacation

Full-time employees (paid for 80 hours in a biweekly pay period) accrue the following number of vacation hours:

Years of service	Annual Accrual Rate
1 – 4 years	80 hours
5 – 11 years	120 hours
12 – 19 years	160 hours
20 – 24 years	176 hours
25 or more years	200 hours

In addition, two unscheduled holidays are added to the employee's vacation accrual each year.

Part-time employees earn prorated amounts of vacation based on the number of hours worked.

Sick Leave

Full-time employees (paid for 80 hours in a biweekly pay period) accrue the following number of sick leave hours each month:

Sick Leave Balance	Monthly Accrual Rate
0 – 750 hours	12 hours
Over 750 – 1,500 hours	8 hours
Over 1,500 hours	4 hours

Part-time employees earn prorated amounts of sick leave based on the number of hours worked.

Holidays

The State of Iowa recognizes nine fixed holidays.

Holiday	Observed on	Holiday	Observed on
New Year's Day	January 1, 2020	Veterans Day	November 11, 2020
Martin Luther King, Jr. Day	January 20, 2020	Thanksgiving	November 26, 2020
Memorial Day	May 25, 2020	Day after Thanksgiving	November 27, 2020
Independence Day	July 3, 2020	Christmas	December 25, 2020
Labor Day	September 7, 2020		

Additional Benefits

Employee Assistance Program (EAP)

The EAP provides a confidential assessment, consultation, and referral program to help the employee and their eligible family members deal with personal problems before they affect their health, happiness, or success. Coaching services are also available. EAP services are provided by KEPRO, a nationwide health care management company. Counseling services are limited to three sessions with an EAP counselor per incident.

Employee Discount Programs (EDP)

Blue365[®] provides employee discounts and savings on health care resources, healthy living programs, recreation, and travel. **PerksConnect**sm allows the employee to save money by offering savings on popular goods and services.

Flexible Spending Accounts

The employee may defer up to \$2,700 per year for unreimbursed health and dental expenses on a pretax basis and up to \$5,000 per year for dependent care expenses on a pretax basis. The state pays 100 percent of the administrative cost.

FMLA

The Family and Medical Leave Act (FMLA) is a federally mandated program that entitles eligible employees of covered employers to un-paid, job-protected leave for specified family, medical and military reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Eligible State of Iowa employees are entitled to up to 12 work weeks of FMLA leave in a fiscal year (up to 26 weeks for Military Caregiver Leave in a single 12-month period).

<https://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf>

Lactation Rooms

The State of Iowa supports breastfeeding and most buildings have at least one designated lactation room available for use. If a specific lactation room is not available within the building, accommodations will be made to provide space for mothers desiring a lactation room.

Wellness

A variety of wellness services are available to employees.

Retirement

Retirement Investors' Club (RIC)

The Retirement Investors' Club (RIC) is a voluntary retirement savings program that allows the employee to set aside a portion of your salary to help supplement the state-sponsored retirement plan and Social Security benefits. There are no vesting requirements in this program.

The employee cost will depend on the investment(s) chosen. Fees range from 0-1.28 percent of the employee's invested assets. Descriptions of the 457/401(a) Plan and 403(b) Plan follow.

457/401(a) Plan

Eligibility: All employees who work 20 hours or more per week or have a fixed annual salary are eligible to participate.

While participating in RIC, payroll deductions in the amount chosen are taken from the employee's paycheck (pretax or post-tax, at their election) and deposited into their selection of investments in a 457 employee contribution account.

State Match: At the same time, the State makes match contributions into the employee's selection of investments in a 401(a) employer match account. The match is \$1 for every \$1 contributed up to a \$75 monthly maximum for most State employees.

403(b) Plan

Eligibility: All employees of the Department of Education (including the Division of Vocational Rehabilitation and IPTV) are eligible to participate.

While participating in RIC, payroll deductions in the amount the employee selects are taken from their paycheck (pretax or post-tax, at their election) and deposited into their selection of investments in a 403(b) employee contribution account.

Iowa Public Employees' Retirement System (IPERS)

IPERS is a "defined benefit" retirement plan. Being a defined benefit plan means IPERS uses a set formula to calculate benefits at retirement, providing a lifetime monthly benefit that cannot be outlived.

The employee and the State of Iowa contribute a set percentage of the employee's pretax pay to IPERS. The deductions come out of the employee's check automatically.

REGULAR IPERS Members			
	Employee's contribution	State of Iowa's contribution	Total contribution
July 1, 2019 – June 30, 2020	6.29%	9.44%	15.73%
July 1, 2020 – June 30, 2021	6.29%	9.44%	15.73%
Protection Occupations* IPERS Members			
	Employee's contribution	State of Iowa's contribution	Total contribution
July 1, 2019 – June 30, 2020	6.61%	9.91%	16.52%
July 1, 2020 – June 30, 2021	6.41%	9.61%	16.02%

* Includes airport firefighters, airport safety officers, airport security officers, conservation peace officers, correctional officers, DOT peace officers, emergency medical services providers, fire prevention inspector peace officers, insurance special investigators, marshals, police officers, firefighters, parole peace officers, and psychiatric security specialists.