

CEDAR RAPIDS AIRPORT COMMISSION BENEFIT SUMMARY NON-BARGAINING EMPLOYEES – CHOICE PLAN JANUARY 1, 2026 THROUGH DECEMBER 31, 2026

Health Insurance - [Wellmark Blue Cross and Blue Shield](#) medical; [CapitalRX](#) pharmacy

- Available to full-time employees; Eligible first of month following employment; (i.e. employment dates anytime in month of January then eligible for coverage February 1). **NOTE: All new non-bargaining hires are enrolled in the Choice Plan and start at the “Without Wellness” Premiums for the remainder of the calendar year (see below).**
- Single medical deductible \$1,000 per benefit year; For satisfaction of the family deductible amount, no more than one individual deductible (\$1,000) will apply for any one person. After the deductible is satisfied for one individual, other family members’ claims will be combined to satisfy the remainder of the family deductible (\$2,000)
- Single medical maximum \$3,000 out of pocket expenses per benefit year; For satisfaction of the family maximum amount, no more than one individual maximum out of pocket (\$3,000) will apply. Other family members’ claims will be combined to satisfy the remainder of the family out of pocket expense (\$6,000) per benefit year
- Medical Office Visits Employee Co-Pay: \$25 Primary Care Provider / \$25 Urgent Care / \$25 Specialist / \$10 Chiropractor
- HMO Medical Co-Insurance:** In-Network 90% plan/10% employee; Out-of-Network 0% plan/100% employee*
*An HMO plan generally allows use of Wellmark’s HMO In-Network providers within the state of Iowa, with the exception of true emergent situations.
- POSN Medical Co-Insurance:** In-Network 90% plan/10% employee; Out-of-Network 80% plan/20% employee
- Preventative Care: Plan pays 100%
- 3 Tier Drug Card; Co-Insurance = 10%, 25%, 50%; No deductible; Out of Pocket Maximum: \$1,500/individual & \$4,500/family

Total Monthly Premium Per Tier Level <i>Includes Employee & Employer Contributions</i>			Current Employee POSN Plan Premiums		Current Employee HMO Plan Premiums		New Hire Employee Rates
Tier Level	POSN	HMO	Without Wellness	With Wellness	Without Wellness	With Wellness	
Single	\$753.56	\$708.36	\$113.03	\$75.36	\$70.84	\$35.42	Applies to the remainder of the calendar year. See Without Wellness Premiums
EE + Spouse	\$1,507.14	\$1,416.71	\$226.07	\$150.71	\$141.67	\$70.84	
EE + Children	\$1,159.85	\$1,090.26	\$173.98	\$115.98	\$109.03	\$54.51	
Family	\$2,037.91	\$1,915.63	\$305.69	\$203.79	\$191.56	\$95.78	

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

- Available to full-time employees; Eligible first of month following employment
- 100% routine diagnostic and preventative services (2 per year) covered
- 80% routine restorative services without deductible; 50% major restorative services after deductible
- \$1,000 maximum benefit per individual, per benefit year; Preventative & diagnostic services do not count toward this maximum.
- Orthodontics apply to dependents under age 19, with maximum lifetime benefit of \$1,000

Pre-tax Monthly Dental Insurance Premiums (Full-time Employees)				
Premium	Employee Only	Employee + Spouse	Employee + Child(ren)	Family
Employee	\$0.00	\$36.00	\$50.00	\$80.00
Employer	\$34.00	\$34.00	\$34.00	\$34.00
Total Premium	\$34.00	\$70.00	\$84.00	\$114.00

Vision Insurance - [VSP Insurance, VSP Benefit Summary](#)

- Available to full-time employees; Eligible first of month following employment
- Voluntary employee paid insurance

Pre-tax Monthly Vision Insurance Premiums (Full-time Employees)			
Employee Only	Employee + Spouse	Employee + Child(ren)	Family
\$7.51	\$15.04	\$16.08	\$25.71

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

- Available to full-time employees; Eligible first of 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: .198% of base salary; Airport pays 100%
- LTD maximum covered salary is \$250K

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

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

- Available to full-time employees; Eligible first of month following employment
- \$50,000 face value, with Accidental Death and Dismemberment Benefits
- Airport pays 100%

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

- Available to full-time employees; Eligible first of month following employment
- Purchase in multiples of \$5,000 up to five times annual salary to \$500,000 maximum
- Employee premium varies; Airport pays \$0

Holidays

- Available to full-time employees: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day

Longevity

- Available to regular full-time and regular part-time employees:
- Semi-annual payments recognize long-term service; regular part-time pro-rated to budgeted work week

Employee Status	Years of Service	5	10	15	20	25
Regular, Full-Time	Monthly Accrual	\$25	\$50	\$75	\$100	\$125
Regular, Part-Time	Monthly Accrual	\$10	\$20	\$30	\$40	\$50

IRS Section 125 Flex Plan - [ASI, Inc.](#)

- Available to full-time employees - Program offers pre-tax options for:
 - Premium Advantage: premiums you pay for health, dental, and vision coverage automatically deducted pre-tax
 - FSA Debit Card for Health Care FSA
 - Medical Reimbursement: non-reimbursed medical expenses
 - Dependent Care: reimbursement for work-related dependent day-care costs
- Funded by employee elected pre-tax payroll deductions, see IRS annual limits to make elections
- Plan year: January – December

Retirement

- [Iowa Public Employees Retirement System \(IPERS\)](#)
 - Membership mandatory, vested after 7 years
 - Administered by State of Iowa
 - Contributions: Employee – 6.29%; Airport – 9.44% (through 6/30/2026)
- FICA:
 - Social Security: Employee and Airport - 6.2% to \$184,500 covered wages.
 - Medicare: Employee and Airport - 1.45%

Deferred Compensation (IRS Section 457) - [Voya Financial](#)

- Voluntary employee-funded retirement savings program (Federal/State tax deferred)
- Tax deferred contributions:
 - Minimum - \$10 bi-weekly
 - Maximum - 2026 Normal Limit: 50% of gross salary up to \$24,500; Age 50 Catch-up Limit: \$8,000; Age 60-63 Catch-up Limit \$11,250

401 Money Purchase Plan (IRS Section 401) - [Voya Financial](#)

- Full-time salaried employees who voluntary participate in the City of Cedar Rapids 457 Deferred Compensation Plan receive a matching tax deferred contribution from the Commission into the participant's 401(a) Retirement Plan equal to 75% of the participant's 457 deferred contribution.
- Full-time hourly employees who voluntary participate in the City of Cedar Rapids 457 Deferred Compensation Plan receive a matching tax deferred contribution from the Commission into the participant's 401(a) Retirement Plan up to one-half percent (1/2%) of the employee's annual salary.

Voluntary Worksite Benefits - [The Hartford](#)

- **Accident Insurance:** Pays a cash benefit directly to you for a covered accidental injury, designed to work alongside your health insurance, providing extra financial protection.
- **Critical Illness:** Pays a lump sum directly to you if you are diagnosed with a covered condition, such as a heart attack, stroke, or cancer.
- **Hospital Indemnity:** Pays a cash benefit directly to you for a hospital stay due to a covered illness or injury.
- Employee premium varies; Airport pays \$0

Flex Leave

- Available to full-time employees; Accrued on a monthly basis and is available for use as it is earned
- Combines traditional leaves (vacation, sick leave, funeral leave, and personal days)
- 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 – 12 months	13 - 72 months	73-132 months	133-192 months	193+ months thereafter
Overtime Eligible	11.4 hrs/month	14.7 hrs/month	18.0 hrs/month	21.4 hrs/month	24.7 hrs/month
Overtime Exempt	18.0 hrs/month	18.0 hrs/month	21.4 hrs/month	24.7 hrs/month	24.7 hrs/month

Educational Assistance

- Available to full-time employees who have completed a probationary period
- Coursework must be at accredited institution and pre-approved
- Covers degree program, or position-related course; tuition and books at 100% up to \$3,000 per calendar year
- Requires grade "C" or above for reimbursement

Employee Assistance Program - [ComPsych](#)

- Counseling services (confidential emotional support counseling, work-life solutions, legal guidance, financial resource planning, critical-incident support, online support, tobacco cessation, and more) for employees and family members; 5 sessions per family member per calendar year
- Premium: \$1.39/month; Airport pays 100%

Employee Recognition Program

- Service Awards, customer service and other recognition activities