

Kirkwood Total Rewards Package

Board-Approved Staff - 2020-2021

Benefit	Kirkwood Board-Approved Exempt/Salaried	Kirkwood Board-Approved Non-Exempt/Hourly
Medical/Dental/Vision Insurance	Effective first of month after date of hire. Single paid at highest level (PPO Premier) Flex Benefit Dollars (to offset premium or take as cash): PPO Premier - \$4,380/year or \$182.50 twice monthly PPO Choice - \$5,076/year or \$211.50 twice monthly HMO Essential - \$6,348/year or \$264.50 twice monthly	
Dental Insurance	Single premium paid	
Vision Insurance	Single premium paid	
Life Insurance	2x Annual salary	
Long Term Disability	90 day elimination period/Benefit pays 70% of annual salary	
Retirement	IPERS or TIAA-CREF Employee Contribution: 6.29% pre-tax Employer Contribution: 9.44% pre-tax	
Retirement Incentive Program	Age 55 with 10 years full-time consecutive board-approved employment Cash incentive of 5% for each year of FT, Board Approved employment (not to exceed 100%) and single medical, dental, and vision premiums paid until medicare eligible	
403(b) Supplemental Retirement Annuities	Optional	
Holidays	13 paid holidays: Memorial Day, Independence Day, Labor Day, Wednesday/Thursday/Friday at Thanksgiving and seven days during winter recess (approx Dec. 24-Jan. 1)	
Vacation	20 days Prorated at 2 days/month to max of 20/yr	Yr 0-4: 10 days Yr 5-9: 15 days Yr 10+: 20 days Prorated at 1 day/month to a maximum of 10
Banked Days Maximum	5 days/year to maximum 30 days	5 days/year to maximum 30 days
Personal Days	2 days	
Sick Leave (To be used for employee illness, injury, or doctor appointments)	15 days/year regardless of years of service Prorated at 1.25 days per month	
Banked Sick Leave	100 days, maximum accumulation 115 days inclusive of the current year	
Maternity/Paternity Leave	Employees may convert up to 5 personal sick leave days to maternity/paternity leave during the first 6 months after delivery, adoption or placement of a foster child.	
Illness in Family	5 days per year	
Bereavement	Family: 5 days/year Other: 2 days/year	
Summer Hours	Summer hours are observed the Monday following May commencement through the last week in July. Summer work hours are 9 hours/day Monday-Thursday and 8 a.m. - noon (4 hours) on Fridays.	
Flexible Benefit Plan	Dependent Care: \$5,000	Medical Expense: \$2,700
FMLA	Mandatory use of earned paid leave Single insurance premium paid at same rate for one year from FMLA begin date. Employee contributions, if any, continue.	
Workers' Compensation	Allow employee to take work comp check and supplement with sick leave up to a maximum of 4 hours per week/8 hours per pay period, in one hour increments.	
Overtime	n/a	Paid for hours worked over 40/week
Employee Kirkwood Tuition	6 credit hours/semester tuition free. Effective first semester after date of hire. \$250/Continuing Education Session (4 sessions/yr). Effective first session after hire	
Dependent Kirkwood Tuition	50% discount Benefit for dependent children and spouse/domestic partner	
Tuition Reimbursement	\$2,000 Bachelors \$2,500 Masters/PhD	
Tuition Discounts - Non-Kirkwood	St. Ambrose, Mount Mercy, and Upper Iowa Universities. See KIN - Human Resources for Employees for more information.	
Computer Purchase	See information on KIN under Employee Forms Plus	
EAP	Mercy EAP - 6 visits per family member per calendar year	
Events (Pig Out, Holiday Reception, Recreation Center)	Free Free to Employee Spouse/Partner and Children age 14-25: \$25/six month membership	
Service Awards - Gift Cards	In 5 year increments starting at 5 years of full-time board approved employment	

Benefits are subject to change at any time

See detailed information on these benefits in KIN within Policy Manager, Human Resources policies.

Updated: 8/5/2020