

# Kirkwood Total Rewards Package

## Hotel Salaried Staff - 2020-2021

Benefit	Kirkwood Board-Approved Exempt/Salaried Hotel Staff
<b>Medical Insurance</b>	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
<b>Dental Insurance</b>	Single paid
<b>Vision Insurance</b>	Single paid
<b>Life</b>	2x Annual salary
<b>LTD</b>	70%/90 day elimination period
<b>Retirement</b>	IPERS or TIAA-CREF Employee Contribution: 6.29% Employer Contribution: 9.44%
<b>Retirement Incentive Program</b>	Age 55 with 10 years full-time consecutive board-approved employment
<b>403(b) Supplemental Retirement Annuities</b>	Optional
<b>Paid Holidays (6)</b>	New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day
<b>Vacation</b>	20 days per year
<b>Banked Days</b>	30 days
<b>Personal Days</b>	2 days
<b>Sick Leave (can be used for employee illness, injury, or doctor appointments)</b>	6 days per year
<b>Banked Sick</b>	50 days
<b>Maternity/Paternity Leave</b>	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.
<b>Bereavement</b>	5 days
<b>Flexible Benefit Plan</b>	
<b>Dependent Care Limit</b>	\$5,000
<b>Medical Expense Limit</b>	\$2,700
<b>FMLA</b>	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.
<b>Workers' Compensation</b>	Mandatory use of sick days 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.
<b>Employee Kirkwood Tuition</b>	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
<b>Dependent Kirkwood Tuition</b>	50% discount on tuition. Effective first semester after date of hire. Benefit for dependent children and spouse/domestic partner
<b>Tuition Reimbursement</b>	\$2,000 Bachelors \$2,500 Masters/PhD
<b>Computer Purchase</b>	See information on KIN under Employee Forms Plus
<b>EAP</b>	Mercy EAP - 6 visits per family member per calendar year
<b>Events (Pig Out, Holiday Reception, etc.)</b>	Free
<b>The Hotel</b>	Contact The Hotel for Employee Rates
<b>Recreation Center</b>	Free to employee Spouse/Partner and Children age 14-25: \$25/six month membership
<b>Service Awards - Gift Cards</b>	In 5 year increments starting at 5 years of full-time board approved employment

*Benefits are subject to change at any time*

Updated: 08/05/2020