



6700 Merle Hay Road, Johnston, IA 50131 • 515-278-5233 • info@johnstonlibrary.org

The City of Johnston is committed to a comprehensive employee benefit program that helps our employees stay healthy, feel secure, and maintain a work/life balance.

Detailed information, including coverage and contribution amounts, is available on the City's Employee Benefit Console at myjohnstonbenefits.com. The class code log on is CityofJohnston (all one word and case specific).

Employee Benefit Offerings

MEDICAL

The City offers two medical plan options for employees to choose from:

Option 1: Traditional Wellmark PPO Plan

Premium Contributions vary by employee group - see EBC for additional information

\$500 single/\$1000 family deductible

\$1500 single/\$3000 family Out of Pocket Maximum

\$25 Primary Care Office Visit Copay

\$35 Specialist Office Visit Copay

\$200 Emergency Room Copay (followed by deductible and coinsurance)

Prescription Drug Copays

Tier 1 - \$10

Tier 2 - \$35

Tier 3 - \$50

Biosimilars - \$75

Specialty - \$100

Option 2: High Deductible Health Plan with Health Savings Account

The City also makes a monthly contribution to eligible employees participating in a Health Savings Account with the city's banking partner.

Employee Only - \$100

Employee + Spouse - \$130

Employee + Children - \$130

Family - \$175

\$2500 Single / \$5000 Family deductible

\$2500 Single / \$5000 Family Out of Pocket maximum

DENTAL

Delta Dental of Iowa PPO - Checkups Plus

Annual Deductible - \$15 employee only, \$45 family

Preventive Care - 100%, deductible waived

Basic Coverage - 90/10 after deductible

Major Coverage - 50/50 after deductible



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Annual Maximum - \$1500

Short-Term and Long-Term Disability - Including Tax Choice

City pays 100% of the monthly premium for these coverages.

Tax Choice - choose annually to pay tax on the premium to receive tax free benefit payment.

Life and AD&D Insurance

City pays 100% of the monthly premium

1x salary coverage

- Voluntary coverage is available with maximum of 5x salary or \$300,000 in \$10,000 increments. Guarantee issue of \$100,000
- Spousal coverage is also available in \$5000 increments to a \$100,000 max (not to exceed employee's coverage) Guarantee issue of \$10,000
- Child(ren) coverage is available in \$2500 increments to a max of \$10,000

IPERS/457 Deferred Compensation Plan

Voya RIC

Vision

Voluntary coverage - Delta Vision EyeMed

EAP

Employer paid through Employee & Family Resources Employee Assistance Program. Offers online, in-person, or telephone consultations with experienced counselors on a variety of topics.

Symetra Accident & Critical Illness

Voluntary coverage

Holiday and PTO

11 paid holidays

PTO accrual at 8.38 hours bi-weekly