



2023 – 2024 Employee Benefits

July 1, 2023 – June 30, 2024

Benefits for our full-time staff (>30 hours worked per week) are as follows:

Benefit	Description	Monthly Rates
Medical (Wellmark)	Deductible: \$500 Single/\$1,000 Family Out of Pocket Maximum: \$1,000 Single/\$2,000 Family	Employee: \$0.00 Employee/Spouse: \$115.97 Employee/Child(ren): \$136.82 Family: \$182.43
Dental (Delta Dental)	Annual Benefit Maximum: \$2,000 Orthodontia up to age 19: \$1,500 Lifetime Maximum	Employee: \$0.00 Dependents (Age 21+): \$8.21 Dependents (Under age 21): \$6.43
Vision (Delta Vision)	Exam: \$10 Copayment Frames: 80% of balance over \$125 Elective Contacts: 85% of balance over \$150	Employee: \$0.00 Employee/Spouse: \$1.10 Employee/Child(ren): \$1.41 Family: \$2.26
Life and AD&D Insurance (Principal)	Benefit Amount: \$50,000	Paid 100% by the City of Bondurant
Voluntary Life and AD&D Insurance (Principal)	Maximum Benefit: \$300,000 Spouse and Child(ren): Available	Age-Rated Rates
Short-Term Disability	Benefit: 60% of earnings up to \$100 per week Accident: Benefit begins on 1 st day Sickness: Benefits begin on 8 th day	Paid 100% by the City of Bondurant
Long-Term Disability	Benefit: 60% of earnings up to \$6,000 per week	Paid 100% by the City of Bondurant
Flexible Spending Accounts- Health Care and Dependent Care	Set aside pre-tax dollars to use on eligible medical, dental, and vision expense as well as dependent daycare.	Annual maximum allowance by IRS: Health Care FSA: \$3,050 Dependent Care FSA: \$5,000
IPERS	IPERS is Iowa's largest public retirement system. Today, IPERS' Trust Fund continues to hover around \$40 billion and pays more than \$2.5 billion in annual benefits.	
Time Off	This also includes PTO, 12 Sick Days, and 12 Paid Holidays	
Other Benefit Items	Investments in personal development and 457 retirement plans	