

## AIRPORT BENEFIT SUMMARY

As of January 1, 2021

### Insurance

Health- available for employee and family – 3 plan levels available depending on deductible

Vision- available for employee and family – approx. 70% paid by airport

Dental- available for employee and family – approx. 70% paid by airport

Life Insurance for employee (\$100,000) paid by airport. Option for employee to increase to 4 times annual salary – to be paid by employee

Long term disability for employee – paid by airport

### Retirement Plans

#### 401a- ICMA Plan

Airport pays amount equal to 5% of annual salary & employee fully vested after 5 years

#### 457- ICMA Plan

Employee may contribute any amount up to legal limit - pretax

### Vacation

1 years = 10 days

8 years = 12 days

10 years = 15 days

11 years = 16 days

12 years = 17 days

13 years = 18 days

14 years = 19 days

15 years = 20 days

Starts accruing at on first day of the month after employment

### Sick Leave

12 days per years – starts accruing 8 hours per month on first day of the month after employment

May utilize sick leave time after 3 months of employment

Sick leave can only be used for illness – not for vacation or personal leave

### Holidays

Eleven paid 8-hour holidays (8 hour paid for each holiday)

New Year's Day, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving (2 days), and Christmas (2 days)

### Flexible Spending Accounts

Employee may contribute – Reduces the amount of taxes paid by designating a portion of salary to an account for eventual reimbursement of certain medical and dependent care expenses

\* Benefits are as of current date and are subject to change with approval by commission