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# Annual Human Resources Report

## FY 2019

### Regent Employees

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# Regent Employees

## Total Workforce

| UNIVERSITY OF IOWA                   |                  |               |              |              |              |
|--------------------------------------|------------------|---------------|--------------|--------------|--------------|
| Primary Occupational Activity Group  | October 31, 2019 |               |              |              |              |
|                                      | Total Workforce  | Female        | % of Total   | Minority     | % of Total   |
| Staff                                | 369              | 178           | 48.2%        | 43           | 11.7%        |
| Tenured and Tenure Track Faculty     | 1,335            | 455           | 34.1%        | 306          | 22.9%        |
| Non-Tenure Track Faculty             | 1,458            | 767           | 52.6%        | 346          | 23.7%        |
| Professional and Scientific Staff    | 11,162           | 8,106         | 72.6%        | 1060         | 9.5%         |
| Secretarial and Clerical Staff       | 1,255            | 999           | 79.6%        | 124          | 9.9%         |
| Technical and Paraprofessional Staff | 936              | 740           | 79.1%        | 150          | 16.0%        |
| Skilled Crafts Staff                 | 319              | 18            | 5.6%         | 16           | 5.0%         |
| Service and Maintenance Staff        | 2,143            | 1,222         | 57.0%        | 607          | 28.3%        |
| <b>Total</b>                         | <b>18,977</b>    | <b>12,485</b> | <b>65.8%</b> | <b>2,652</b> | <b>14.0%</b> |

| IOWA STATE UNIVERSITY                |                  |              |              |              |              |
|--------------------------------------|------------------|--------------|--------------|--------------|--------------|
| Primary Occupational Activity Group  | October 31, 2019 |              |              |              |              |
|                                      | Total Workforce  | Female       | % of Total   | Minority     | % of Total   |
| Staff                                | 478              | 229          | 47.9%        | 46           | 9.6%         |
| Tenured and Tenure Track Faculty     | 1,203            | 398          | 33.1%        | 337          | 28.0%        |
| Non-Tenure Track Faculty             | 642              | 359          | 55.9%        | 102          | 15.9%        |
| Professional and Scientific Staff    | 2,791            | 1,469        | 52.6%        | 478          | 17.1%        |
| Secretarial and Clerical Staff       | 712              | 616          | 86.5%        | 45           | 6.3%         |
| Technical and Paraprofessional Staff | 106              | 68           | 64.2%        | 5            | 4.7%         |
| Skilled Crafts Staff                 | 264              | 12           | 4.5%         | 8            | 3.0%         |
| Service and Maintenance Staff        | 623              | 331          | 53.1%        | 76           | 12.2%        |
| <b>Total</b>                         | <b>6,819</b>     | <b>3,482</b> | <b>51.1%</b> | <b>1,097</b> | <b>16.1%</b> |

| UNIVERSITY OF NORTHERN IOWA          |                  |            |              |            |              |
|--------------------------------------|------------------|------------|--------------|------------|--------------|
| Primary Occupational Activity Group  | October 31, 2019 |            |              |            |              |
|                                      | Total Workforce  | Female     | % of Total   | Minority   | % of Total   |
| Staff                                | 101              | 51         | 50.5%        | 11         | 10.9%        |
| Tenured and Tenure Track Faculty     | 441              | 203        | 46.0%        | 84         | 19.0%        |
| Non-Tenure Track Faculty             | 58               | 35         | 60.3%        | 5          | 8.6%         |
| Professional and Scientific Staff    | 632              | 360        | 57.0%        | 77         | 12.2%        |
| Secretarial and Clerical Staff       | 201              | 191        | 95.0%        | 12         | 6.0%         |
| Technical and Paraprofessional Staff | 18               | 3          | 16.7%        | 3          | 16.7%        |
| Skilled Crafts Staff                 | 54               | 3          | 5.6%         | 2          | 3.7%         |
| Service and Maintenance Staff        | 211              | 96         | 45.5%        | 30         | 14.2%        |
| <b>Total</b>                         | <b>1,716</b>     | <b>942</b> | <b>54.9%</b> | <b>224</b> | <b>13.1%</b> |

Continued on next page

| <b>IOWA SCHOOL FOR THE DEAF</b>            |                         |               |                   |                 |                   |
|--|-------------------------|---------------|-------------------|-----------------|-------------------|
| <b>Primary Occupational Activity Group</b> | <b>October 31, 2019</b> |               |                   |                 |                   |
|  | <b>Total Workforce</b>  | <b>Female</b> | <b>% of Total</b> | <b>Minority</b> | <b>% of Total</b> |
| Staff                                      | 6                       | 2             | 33.3%             |                 | 0.0%              |
| Tenured and Tenure Track Faculty           |                         |               | 0.0%              |                 | 0.0%              |
| Non-Tenure Track Faculty                   | 30                      | 25            | 83.3%             |                 | 0.0%              |
| Professional and Scientific Staff          | 38                      | 26            | 68.4%             | 1               | 2.6%              |
| Secretarial and Clerical Staff             | 4                       | 4             | 100.0%            |                 | 0.0%              |
| Technical and Paraprofessional Staff       | 21                      | 17            | 81.0%             | 1               | 4.8%              |
| Skilled Crafts Staff                       | 5                       |               | 0.0%              |                 | 0.0%              |
| Service and Maintenance Staff              | 13                      | 7             | 53.8%             | 2               | 15.4%             |
| <b>Total</b>                               | <b>117</b>              | <b>81</b>     | <b>69.2%</b>      | <b>4</b>        | <b>3.4%</b>       |

| <b>IOWA BRAILLE AND SIGHT SAVING SCHOOL</b> |                         |               |                   |                 |                   |
|---|-------------------------|---------------|-------------------|-----------------|-------------------|
| <b>Primary Occupational Activity Group</b>  | <b>October 31, 2019</b> |               |                   |                 |                   |
|   | <b>Total Workforce</b>  | <b>Female</b> | <b>% of Total</b> | <b>Minority</b> | <b>% of Total</b> |
| Staff                                       | 2                       | 2             | 100.0%            |                 | 0.0%              |
| Tenured and Tenure Track Faculty            |                         |               | 0.0%              |                 | 0.0%              |
| Non-Tenure Track Faculty                    | 54                      | 46            | 85.2%             | 1               | 1.9%              |
| Professional and Scientific Staff           | 3                       | 2             | 66.7%             |                 | 0.0%              |
| Secretarial and Clerical Staff              | 4                       | 4             | 100.0%            |                 | 0.0%              |
| Technical and Paraprofessional Staff        | 2                       | 1             | 50.0%             |                 | 0.0%              |
| Skilled Crafts Staff                        |                         |               | 0.0%              |                 | 0.0%              |
| Service and Maintenance Staff               | 8                       | 3             | 37.5%             |                 | 0.0%              |
| <b>Total</b>                                | <b>73</b>               | <b>58</b>     | <b>79.5%</b>      | <b>1</b>        | <b>1.4%</b>       |

| <b>TOTAL REGENT INSTITUTIONS</b>           |                         |               |                   |                 |                   |
|--|-------------------------|---------------|-------------------|-----------------|-------------------|
| <b>Primary Occupational Activity Group</b> | <b>October 31, 2019</b> |               |                   |                 |                   |
|  | <b>Total Workforce</b>  | <b>Female</b> | <b>% of Total</b> | <b>Minority</b> | <b>% of Total</b> |
| Staff                                      | 956                     | 462           | 48.3%             | 100             | 10.5%             |
| Tenured and Tenure Track Faculty           | 2,979                   | 1,056         | 35.4%             | 727             | 24.4%             |
| Non-Tenure Track Faculty                   | 2,242                   | 1,232         | 55.0%             | 454             | 20.2%             |
| Professional and Scientific Staff          | 14,626                  | 9,963         | 68.1%             | 1,616           | 11.0%             |
| Secretarial and Clerical Staff             | 2,176                   | 1,814         | 83.4%             | 181             | 8.3%              |
| Technical and Paraprofessional Staff       | 1,083                   | 829           | 76.5%             | 159             | 14.7%             |
| Skilled Crafts Staff                       | 642                     | 33            | 5.1%              | 26              | 4.0%              |
| Service and Maintenance Staff              | 2,998                   | 1,596         | 53.2%             | 715             | 23.8%             |
| <b>Total</b>                               | <b>27,702</b>           | <b>16,985</b> | <b>61.3%</b>      | <b>3,978</b>    | <b>14.4%</b>      |

## Merit System

The Regent Merit System is authorized by Iowa Code §8A.412. Rules governing classification, compensation, promotion, demotion, transfer, grievances, leave, and discipline are outlined in the Iowa Administrative Code, 681, Chapter 3. Approximately 95% of employees in the Merit System are in American Federation of State, County and Municipal Employees (AFSCME) bargaining units and are covered by the terms of its collective bargaining agreement.

| Merit System Employees by Institution |              |              |            |           |           |              |
|---------------------------------------|--------------|--------------|------------|-----------|-----------|--------------|
|                                       | SUI          | ISU          | UNI        | ISD       | IBSSS     | Total        |
| Supervisory                           | 178          | 57           | 46         | 0         | 1         | 282          |
| Blue Collar                           | 1,495        | 690          | 228        | 17        | 6         | 2,436        |
| Security                              | 79           | 46           | 15         | 0         | 0         | 140          |
| Technical                             | 1,806        | 159          | 18         | 21        | 2         | 2,006        |
| Clerical                              | 1,136        | 365          | 188        | 5         | 4         | 1,698        |
| Educational                           | 0            | 0            | 0          | 3         | 0         | 3            |
| <b>Total</b>                          | <b>4,694</b> | <b>1,317</b> | <b>495</b> | <b>46</b> | <b>13</b> | <b>6,565</b> |

| Employment Activity - Appointments |            |            |           |           |          |              |
|------------------------------------|------------|------------|-----------|-----------|----------|--------------|
|                                    | SUI        | ISU        | UNI       | ISD       | IBSSS    | Total        |
| Original Entry                     | 850        | 212        | 48        | 10        | 0        | 1,120        |
| Reinstatements                     | 47         | 4          | 1         | 0         | 0        | 52           |
| Reemployments and Recalls          | 8          | 0          | 0         | 0         | 0        | 8            |
| <b>Total</b>                       | <b>905</b> | <b>216</b> | <b>49</b> | <b>10</b> | <b>0</b> | <b>1,180</b> |

| Minority Employment |               |               |               |               |               |
|---------------------|---------------|---------------|---------------|---------------|---------------|
|                     | SUI           | ISU           | UNI           | ISD           | IBSSS         |
| Male Majority       | 27.4%         | 41.6%         | 35.2%         | 30.4%         | 46.2%         |
| Female Majority     | 44.8%         | 50.5%         | 54.9%         | 65.2%         | 53.8%         |
| Male Minority       | 6.8%          | 3.5%          | 3.6%          | 2.2%          | 0.0%          |
| Female Minority     | 12.1%         | 4.4%          | 6.3%          | 2.2%          | 0.0%          |
| Male Unspecified    | 2.0%          | 0.0%          | 0.0%          | 0.0%          | 0.0%          |
| Female Unspecified  | 6.9%          | 0.0%          | 0.0%          | 0.0%          | 0.0%          |
| <b>Total</b>        | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> |

| Employment Activity - Other Personnel Transactions |            |                    |                 |           |
|--|------------|--------------------|-----------------|-----------|
|  | Promotions | Contract Transfers | Merit Transfers | Demotions |
| Male Majority                                      | 79         | 0                  | 75              | 16        |
| Female Majority                                    | 76         | 0                  | 137             | 22        |
| Male Minority                                      | 24         | 0                  | 22              | 3         |
| Female Minority                                    | 30         | 0                  | 56              | 5         |
| Male Unspecified                                   | 1          | 0                  | 4               | 1         |
| Female Unspecified                                 | 13         | 0                  | 34              | 0         |
| <b>Total</b>                                       | <b>223</b> | <b>0</b>           | <b>328</b>      | <b>47</b> |

| Employment Activity - Other Personnel Transactions |              |             |          |                     |
|--|--------------|-------------|----------|---------------------|
|  | Resignations | Retirements | Layoffs  | Dismissal for Cause |
| Male Majority                                      | 173          | 76          | 1        | 20                  |
| Female Majority                                    | 257          | 165         | 1        | 22                  |
| Male Minority                                      | 74           | 8           | 0        | 4                   |
| Female Minority                                    | 103          | 10          | 0        | 11                  |
| Male Unspecified                                   | 32           | 1           | 0        | 7                   |
| Female Unspecified                                 | 124          | 0           | 0        | 11                  |
| <b>Total</b>                                       | <b>763</b>   | <b>260</b>  | <b>2</b> | <b>75</b>           |

## Fringe Benefits

The three universities maintain separate insurance programs within a framework of general comparability under the authority of the Board of Regents.

In accordance with Board of Regents Policy Manual §2.1(2)(B), the Executive Director reviews all proposed changes in benefit programs to determine if Board approval is required.

Employees participate in health, dental, life, long-term disability, and accidental death and dismemberment insurance programs. Employees of the special schools participate in benefit programs at Iowa State University.

## Insurance and Retirement Programs

| INSURANCE AND RETIREMENT PROGRAM EXPENDITURES – FY 2019 |                      |                      |                     |                    |                    |                      |
|---|----------------------|----------------------|---------------------|--------------------|--------------------|----------------------|
| FY 2019   | SUI                  | ISU                  | UNI                 | ISD                | IBSSS              | TOTAL                |
| <b>Mandated Benefits</b>                                |                      |                      |                     |                    |                    |                      |
| Social Security and Medicare                            | \$105,835,648        | \$35,874,862         | \$8,307,596         | \$536,662          | \$381,264          | \$150,936,032        |
| IPERS   | \$12,380,590         | \$5,616,205          | \$1,942,584         | \$334,078          | \$292,588          | \$20,566,045         |
| TIAA  | \$122,157,302        | \$42,113,013         | \$9,762,933         | \$334,668          | \$172,851          | \$174,540,766        |
| Substitute Plans  | \$0                  | \$63,150             | \$0                 | \$0                | \$0                | \$63,150             |
| Federal Retirement                                      | \$0                  | \$300,542            | \$0                 | \$0                | \$0                | \$300,542            |
| TIAA Waiver of Premium                                  | \$345,123            | \$764,320            | \$292,937           | \$5,483            | \$3,921            | \$1,411,784          |
| Unemployment Compensation                               | \$826,256            | \$157,619            | \$39,327            | \$0                | \$12,990           | \$1,036,192          |
| Workers' Compensation                                   | \$7,313,069          | \$2,679,205          | \$978,023           | \$136,648          | \$61,144           | \$11,168,089         |
| <b>Total Mandated Benefits</b>                          | <b>\$248,857,989</b> | <b>\$87,568,916</b>  | <b>\$21,323,399</b> | <b>\$1,347,539</b> | <b>\$924,758</b>   | <b>\$360,022,601</b> |
| <b>Other Benefits</b>                                   |                      |                      |                     |                    |                    |                      |
| Life Insurance (less dividends)                         | \$1,864,904          | \$2,273,895          | \$615,984           | \$41,076           | \$29,873           | \$4,825,733          |
| Accidental Death and Dismemberment                      | \$0                  | \$497,021            | \$0                 | \$4,818            | \$3,645            | \$505,484            |
| Health Insurance  | \$212,519,031        | \$69,690,317         | \$23,713,264        | \$1,371,274        | \$867,758          | \$308,161,644        |
| Long-Term Disability                                    | \$1,899,171          | \$1,774,793          | \$1,574,417         | \$80,351           | \$52,148           | \$5,380,880          |
| Dental Insurance  | \$16,651,933         | \$2,003,744          | \$822,134           | \$37,778           | \$20,573           | \$19,536,161         |
| <b>Total Other Benefits</b>                             | <b>\$232,935,039</b> | <b>\$76,239,770</b>  | <b>\$26,725,799</b> | <b>\$1,535,297</b> | <b>\$973,996</b>   | <b>\$338,409,902</b> |
| <b>Total Fringe Benefit Expenditures</b>                | <b>\$481,793,028</b> | <b>\$163,808,686</b> | <b>\$48,049,199</b> | <b>\$2,882,836</b> | <b>\$1,898,754</b> | <b>\$698,432,504</b> |
| <b>Percent of Non-Student Payroll</b>                   | <b>30.50%</b>        | <b>31.90%</b>        | <b>37.50%</b>       | <b>43.87%</b>      | <b>19.87%</b>      |                      |

## Social Security and Medicare

Employees of the Regent institutions are covered by the Federal Insurance Contribution Act (FICA). Federal law prescribes the employer and employee contributions and benefits.

| Social Security and Medicare Contributions                | CY 2016   | CY 2017   | CY 2018   | CY 2019   | CY 2020   |
|---|-----------|-----------|-----------|-----------|-----------|
| <b>Social Security</b>                                    |           |           |           |           |           |
| Employer Contribution                                     | 6.20%     | 6.20%     | 6.20%     | 6.20%     | 6.20%     |
| Employee Contribution                                     | 6.20%     | 6.20%     | 6.20%     | 6.20%     | 6.20%     |
| Maximum Salary  | \$118,500 | \$127,200 | \$128,400 | \$132,900 | \$137,700 |
| <b>Medicare</b>   |           |           |           |           |           |
| Employer Contribution                                     | 1.45%     | 1.45%     | 1.45%     | 1.45%     | 1.45%     |
| Employee Contribution on the first \$200,000 of wages     | 1.45%     | 1.45%     | 1.45%     | 1.45%     | 1.45%     |
| Employee Contribution on all wages in excess of \$200,000 | 2.35%     | 2.35%     | 2.35%     | 2.35%     | 2.35%     |

## Retirement

Permanent employees of the Board Office and the Regent institutions (except students, House Staff, fellows and adjunct faculty) have the option to select either the Iowa Public Employees' Retirement System (IPERS), Teachers Insurance and Annuity Association (TIAA), or in a substitute program approved by the Board [IAC 495-5.2(32)]. The Board approved allowing the employees of the special schools to select between TIAA and IPERS effective January 1996. Participation in a retirement program is required.

### **Contribution Rate – TIAA and approved substitutes**

The employer pays 10% of salary while the employee pays 5% with the exceptions noted below.

- ▶ Employees with less than five years of service pay 3.33% up to the first \$4,800 of earnings in a fiscal year. The employer pays 6.66%. Above \$4,800 of earnings in a fiscal year the employee pays 5% and the employers pays 10% for a total of 15% up to applicable IRS limitations.
- ▶ Employees with more than five years of service contribute 5% and the employer pays 10% for a total of 15% up to applicable IRS limitations.

### **Contribution Rate – IPERS**

The employer pays 9.44% of salary while the employee pays 6.29%.

### **Contribution Rate – Federal Programs at ISU**

Employees select one of four federal retirement programs (FERS/CSRS/Offset/TSP). Each program contributes varying percentages based on employee contributions; no new enrollments in these programs.

| FY 2019                              | Employer Contributions to TIAA | Employer Contributions to IPERS | Employer Contributions to Federal Retirement | Employer Contributions to Substitute Plans |
|--------------------------------------|--------------------------------|---------------------------------|--|--|
| University of Iowa                   | \$122,157,302                  | \$12,380,590                    | \$0  | \$0  |
| Iowa State University                | \$42,113,013                   | \$5,616,205                     | \$300,542                                    | \$63,150                                   |
| University of Northern Iowa          | \$9,762,933                    | \$1,942,584                     | \$0  | \$0  |
| Iowa School for the Deaf             | \$334,668                      | \$334,078                       | \$0  | \$0  |
| Iowa Braille and Sight Saving School | \$172,851                      | \$292,588                       | \$0  | \$0  |
| <b>Total</b>                         | <b>\$174,540,767</b>           | <b>\$20,566,045</b>             | <b>\$300,542</b>                             | <b>\$63,150</b>                            |

| <b>Regular Retirements - FY 2019</b> |            |            |            |            |
|--------------------------------------|------------|------------|------------|------------|
|                                      | Faculty    | P&S        | Merit      | Total      |
| University of Iowa                   | 95         | 246        | 194        | 535        |
| Iowa State University                | 48         | 68         | 77         | 193        |
| University of Northern Iowa          | 26         | 12         | 37         | 75         |
| Iowa School for the Deaf             | 2          | 0          | 1          | 3          |
| Iowa Braille and Sight Saving School | 1          | 2          | 0          | 3          |
| <b>Total</b>                         | <b>172</b> | <b>328</b> | <b>309</b> | <b>809</b> |

In addition to regular retirement through either IPERS or TIAA, with approval of the institution, employees who have been employed by the Board of Regents for a period of at least 15 years and who attained the age of 57 are eligible to enter the Phased Retirement Program. The Phasing period is limited to two years. Faculty and Staff from all universities have participated in the program. There have been no participants from ISD or IBSSS.

The Board first approved the Phased Retirement Program in 1982. The last program expired on June 30, 2017. The Board renewed the program for the period of July 1, 2017 to June 30, 2022. Details on the Phased Retirement Program may be found in Regent Policy Manual § 2.1(2)(H)(i).

| <b>Phased Retirement Program - New Participants - FY 2019</b> |                |                |              |              |
|---|----------------|----------------|--------------|--------------|
|   | <b>Faculty</b> | <b>P&amp;S</b> | <b>Merit</b> | <b>Total</b> |
| University of Iowa  | 15             | 10             | 2            | 27           |
| Iowa State University   | 10             | 10             | 3            | 23           |
| University of Northern Iowa                                   | 8              | 0              | 4            | 12           |
| <b>Total</b>  | <b>33</b>      | <b>20</b>      | <b>9</b>     | <b>62</b>    |

| <b>Phased Retirement Financial Impact - FY 2019</b> |                    |                    |
|---|--------------------|--------------------|
|   | <b>Incentive</b>   | <b>Released</b>    |
| University of Iowa                                  | \$1,510,510        | \$3,655,104        |
| Iowa State University                               | \$984,556          | \$1,574,624        |
| University of Northern Iowa                         | \$434,653          | \$1,212,282        |
| <b>Total</b>  | <b>\$2,929,719</b> | <b>\$6,442,010</b> |

“*Incentive*” is the difference between the total compensation paid (salary and university fringe benefit contributions) under the Phased Retirement Program and the total compensation that would have been paid if the individual had reduced to the specified percentage of effort without the special provisions of the program.

“*Released*” is the difference between the total compensation received under the policy and the total compensation that would have been received if the individual had remained full time.

The funds released through operation of the Phased Retirement Program are used in a variety of ways at the universities. For the most part, the funds are utilized for replacement personnel and reallocation within the retirees’ employing units to fund others areas of need.

## **Unemployment Compensation and Workers’ Compensation**

Employees of the five institutions and the Board Office are covered by unemployment compensation and workers’ compensation with benefits under both determined by state and/or federal laws.

| <b>Unemployment and Workers' Compensation Expenditures – FY 2019</b> |                    |                    |                    |                  |                 |                     |
|--|--------------------|--------------------|--------------------|------------------|-----------------|---------------------|
| <b>FY 2019</b>   | <b>SUI</b>         | <b>ISU</b>         | <b>UNI</b>         | <b>ISD</b>       | <b>IBSSS</b>    | <b>TOTAL</b>        |
| Unemployment Compensation  | \$826,256          | \$157,619          | \$39,327           | \$0              | \$12,990        | \$1,036,192         |
| Workers' Compensation  | \$7,313,069        | \$2,679,205        | \$978,023          | \$136,648        | \$61,144        | \$11,168,089        |
| <b>Total</b>   | <b>\$8,139,325</b> | <b>\$2,836,824</b> | <b>\$1,017,350</b> | <b>\$136,648</b> | <b>\$74,134</b> | <b>\$12,204,281</b> |

## **Life Insurance**

### **University of Iowa**

Participation in the university's group term life insurance program is mandatory for regular university faculty and staff members who hold 50% time or greater appointments. The amount of life insurance coverage is based on the employee's annual budgeted salary.

- ▶ The maximum amount of obtainable group life insurance is \$400,000.
- ▶ The life insurance program is underwritten by Principal Financial Company.
- ▶ The cost is \$.246 per thousand dollars of coverage per month.
- ▶ The university contribution to the cost is equal to the cost of two times the rounded annual budgeted benefits salary for all benefits-eligible employees.

For further details see <https://hr.uiowa.edu/benefits/life-insurance/group-life-insurance>.

### **Iowa State University**

Faculty, Professional & Scientific (P&S) and Merit employees with an appointment of ½ time or greater have the option to participate in the life insurance program. The amount of life insurance coverage is twice the employee's annual budgeted salary.

- ▶ The maximum amount of obtainable group life insurance is \$750,000.
- ▶ Coverage is reduced by 35% percent at age 65.
- ▶ The life insurance program is underwritten by Principal Financial Company.
- ▶ The University pays 100% of the share for the Group Term Basic Life Insurance.

For further details see <https://www.hr.iastate.edu/benefits/insurance/isu-plan-life-insurance>.

### **University of Northern Iowa**

Non-temporary employees holding a permanent position of half-time or more for a period of no less than nine months are included in the university-sponsored life insurance program automatically. The amount of life insurance coverage is based on the employee's University fringe benefits salary.

- ▶ Coverage for Faculty, P&S, and Merit Supervisory is 1.5 times their annual fringe benefits salary up to a maximum of \$250,000.
- ▶ Coverage for Merit staff is 2 times their annual fringe benefits salary up to a maximum of \$124,000.
- ▶ Coverage for faculty is reduced in 5% increments beginning at 61.
- ▶ Coverage for Merit and P&S staff is reduced to 65% of the full benefit following age 65 and will further reduce to 45% of the full benefit following age 70.
- ▶ The life insurance program is underwritten by Principal Financial Company.
- ▶ Premiums for the insurance are paid by the University.

For further details see <https://hrs.uni.edu/mybenefits/life-ins>.

**Iowa School for the Deaf and Iowa Braille and Sight Saving School**

All permanent employees working at least 50% time or greater are included in the life insurance program. The amount of life insurance coverage is 2 ½ times the employees annual budgeted salary.

- ▶ The maximum amount of obtainable life insurance is \$250,000.
- ▶ Coverage is reduced by 35% at age 65.
- ▶ Premiums for the insurance are paid by ISD and IBSSS.

**Accidental Death and Dismemberment Insurance**

**University of Iowa**

Faculty and staff may elect to purchase Accidental Death and Dismemberment Insurance (AD&D). Coverage is available in \$100,000 increments up to a maximum of \$1,000,000. There are four plans to choose from (Employee, Employee and Spouse or Domestic Partner, Employee and Children, and Employee and Family). Monthly premium rates based on \$100,000 coverage are \$1.60 single, \$2.70 employee/spouse, \$1.90 employee/children and \$3.00 family. Employees pay the full cost of the premium.

**Iowa State University**

Eligible employees may either accept or waive the Accident Death and Dismemberment coverage. AD&D insurance is provided to employees who participate in the Life Insurance Program. Accidental death insurance coverage is 4 times the employees university budgeted salary, which is in addition to the Group Term Life Coverage. Accidental dismemberment coverage is between ½ and the full amount of the employees University annual budgeted salary.

**University of Northern Iowa**

Eligible employees may elect to purchase additional voluntary term life insurance and AD&D coverage. Employees pay the full cost of the premium with after-tax dollars through monthly payroll deduction. Coverage for employee is available in \$10,000 increments up to a maximum of \$300,000 up to age 70. Coverage for spouses is available in \$5,000 increments up to a maximum of 100% of the employee coverage, not more than \$50,000 up to age 70. Coverage for children 14 days of age or older is \$10,000 and children under 14 days old is \$1,000. Children's benefits cannot exceed 100% of the employee's coverage. The benefit reduces 35% at age 70 and an additional 15% reduction at age 75.

**Iowa School for the Deaf and Iowa Braille and Sight Saving School**

All permanent employees working at least 50% time are covered by the accidental death and dismemberment insurance equal to twice the employee's annual budgeted salary. ISD and IBSSS pays the entire premium cost.

## **Long-Term Disability Insurance**

### **University of Iowa**

Long-Term disability insurance is mandatory and provided by the university at no out-of-pocket cost to faculty and staff members who hold a 50% time or greater appointment. Long-Term disability insurance provides 60% salary replacement coverage. The amount an employee receives is reduced by any benefit paid by Social Security and/or Workers' Compensation. Benefits continue for as long as a faculty or staff member remains disabled up to a certain age.

For further details see <https://hr.uiowa.edu/benefits/disability-and-other-insurance/long-term-disability-insurance>

### **Iowa State University**

Faculty, P&S and Merit Employees with an appointment of ½ time or greater are automatically enrolled in the long-term disability plan after 12 months of service with coverage being effective the first of the month following the one-year anniversary date. Employees have the option to apply for LTD coverage for the first year of employment during their initial benefits enrollment period or during the open change period, subject to medical approval. Once approved, the employee pays the premium for the first year of coverage. After one full year of continuous, active employment ISU will pay 100% of the premium.

The amount of coverage is based on the employees university budgeted salary. The ISU Plan pays monthly, 63% of the employee's salary up to a maximum of \$10,000 per month. LTD income is fully taxable and is considered lost wages.

For further details on LTD summary plan descriptions for Merit, Faculty and P&S see <https://www.hr.iastate.edu/benefits/insurance/long-term-disability>

### **University of Northern Iowa**

Non-temporary employees with an appointment of ½ time or greater for a period no less than nine months are automatically enrolled in the long-term disability plan. Coverage begins on the first day of work for new hires and the university pays 100% of the premium.

Long-Term disability is 66 2/3% of the employee's pre-disability appointment salary earnings up to a maximum monthly benefit of \$6,667. The amount an employee receives is reduced by any benefits paid by Social Security and/or Workers' Compensation. The Cost of Living Adjustment will not exceed 5% in any given year. LTD is fully taxable.

For further details see <https://hrs.uni.edu/mybenefits/ltd>

### **Iowa School for the Deaf and Iowa Braille and Sight Saving School**

ISD and IBSSS employees are covered by the long-term disability plan provided by UNI. ISD and IBSSS will pay 100% of the premium.

## **Health Insurance** (See pages 13 – 15 for contribution rates)

*Effective January 1, 2018, all new and current Merit employees moved to the Faculty and Staff medical plans.*

### **University of Iowa**

The University offered one medical plan for CY19 -- UICHOICE. Regular faculty and staff with at least a 50% appointment and their eligible dependents are able to enroll in the medical plan. Retirees may also enroll.

- ▶ UICHOICE is a high-quality plan with extensive coverage inside and outside of Iowa. For details on covered charges, co-pays, deductibles, out-of-pocket limits, etc. see <https://hr.uiowa.edu/benefits/health-insurance/employee-health-plans/uichoice-health-plan>

\*\*Effective January 1, 2020 the University offers two medical plans: UICHOICE and UISELECT. Regular faculty and staff with at least a 50% appointment and their eligible dependents are able to enroll in the medical plans. Retirees may also enroll. UICHOICE coverage did not change from CY19.

- ▶ UISELECT is designed for employees who value high-quality coverage but want more of a say over their spending to meet financial needs. For details on covered charges, co-pays, deductibles, out-of-pocket limits, etc. see <https://hr.uiowa.edu/benefits/health-insurance/employee-health-plans/uiselect-health-plan>

The University also offers health insurance to students through the University of Iowa Student Insurance Plan (SHIP) and UGRADCare. Both group policies are administered by Wellmark Blue Cross and Blue Shield of Iowa. UGRADCare is available to degree seeking students who are registered for 5 or more credit hours each semester.

- ▶ UGRADCARE is available to graduate students, health science majors, post-doctoral scholars and post-doctoral fellows. UGRADCare is a restricted panel managed care product utilizing the University health providers. For details on covered charges, co-pays, deductibles, out-of-pocket limits, etc. see <https://hr.uiowa.edu/benefits/ui-student-insurance>
- ▶ SHIP is available to undergraduate students, graduate students, health science majors, post-doctoral scholars, and post-doctoral fellows. For details on covered charges, co-pays, deductibles, out-of-pocket limits, etc. see <https://hr.uiowa.edu/benefits/ui-student-insurance>

House Staff is a closed-panel HMO with all services obtained from UI Health Care. The program is closed to new employees and will end in spring of 2020. All new house staff hires are covered by UICHOICE or UISELECT.

### **Iowa State University**

ISU offers two insurance plans (Wellmark BluePPO and Wellmark BlueHMO) to its faculty, P&S, Merit and Pre/Post-Doctoral employees appointed to positions with an appointment of ½ time or greater.

- ▶ Wellmark BluePPO has a network of participating physicians throughout the U.S.
- ▶ Wellmark BlueHMO is a managed care plan that requires you to receive all your health care through a network of physicians with most services being paid at 100%.

For details on coverage levels, covered charges, co-pays, deductibles, out-of-pocket limits, etc. see <https://www.hr.iastate.edu/benefits/insurance/isu-plan#medical>

**University of Northern Iowa**

UNI offers two insurance plans (UNI PPO Alliance Select and UNI Blue Advantage HMO) to non-temporary employees with at least 50% appointment for nine months or longer. Temporary faculty must be appointed for 9 months working 20 hours a week or more or be appointed for a second consecutive semester at 20 hours a week or more to be eligible.

- ▶ UNI PPO Alliance Select contracts with a network of preferred providers in the Alliance Select network from which employees can choose from and does not require employees to select a Primary Care Physician.
- ▶ UNI Blue Advantage HMO requires members to designate a Primary Care Physician who becomes the gatekeeper for the employees' health care needs.

For details on coverage levels, covered charges, co-pays, deductibles, out-of-pocket limits, etc. see <https://hrs.uni.edu/mybenefits/health>

**Iowa School for the Deaf and Iowa Braille and Sight Saving School**

Employees of the two Special Schools participate in the health insurance plans at ISU.

UNIVERSITY OF IOWA

| Health Insurance - Single                 |                   |                   |                   |                   |                   |
|---|-------------------|-------------------|-------------------|-------------------|-------------------|
| UIChoice                                  | CY 2016           | CY 2017           | CY 2018           | CY 2019           | CY 2020           |
| Employer Contribution                     | \$534.00          | \$576.00          | \$605.00          | \$620.00          | \$649.00          |
| Employee Contribution                     | \$0.00            | \$0.00            | \$0.00            | \$0.00            | \$34.00           |
| <b>Total</b>                              | <b>\$534.00</b>   | <b>\$576.00</b>   | <b>\$605.00</b>   | <b>\$620.00</b>   | <b>\$683.00</b>   |
| House Staff                               | CY 2016           | CY 2017           | CY 2018           | CY 2019           | CY 2020           |
| Employer Contribution                     | \$554.00          | \$554.00          | \$554.00          | \$554.00          | \$554.00          |
| Employee Contribution                     | \$0.00            | \$0.00            | \$0.00            | \$0.00            | \$0.00            |
| <b>Total</b>                              | <b>\$554.00</b>   | <b>\$554.00</b>   | <b>\$554.00</b>   | <b>\$554.00</b>   | <b>\$554.00</b>   |
| UIGRADCare <sup>1, 2</sup>                | AY 2016           | AY 2017           | AY 2018           | AY 2019           | AY 2020           |
| Employer Contribution                     | \$229.00          | \$240.30          | \$265.50          | \$312.30          | \$324.90          |
| Employee Contribution                     | \$25.00           | \$26.70           | \$29.50           | \$34.70           | \$36.10           |
| <b>Total</b>                              | <b>\$254.00</b>   | <b>\$267.00</b>   | <b>\$295.00</b>   | <b>\$347.00</b>   | <b>\$361.00</b>   |
| UISelect                                  | AY 2016           | AY 2017           | AY 2018           | AY 2019           | AY 2020           |
| Employer Contribution                     |                   |                   |                   |                   | \$569.00          |
| Employee Contribution                     |                   |                   |                   |                   | \$0.00            |
| <b>Total</b>                              | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$569.00</b>   |
| Health Insurance - Family                 |                   |                   |                   |                   |                   |
| UIChoice                                  | CY 2016           | CY 2017           | CY 2018           | CY 2019           | CY 2020           |
| Employer Contribution                     | \$1,030.00        | \$1,178.00        | \$1,238.00        | \$1,269.00        | \$1,398.00        |
| Employee Contribution                     | \$258.00          | \$295.00          | \$309.00          | \$317.00          | \$349.00          |
| <b>Total</b>                              | <b>\$1,288.00</b> | <b>\$1,473.00</b> | <b>\$1,547.00</b> | <b>\$1,586.00</b> | <b>\$1,747.00</b> |
| House Staff                               | CY 2016           | CY 2017           | CY 2018           | CY 2019           | CY 2020           |
| Employer Contribution                     | \$1,396.00        | \$1,396.00        | \$1,396.00        | \$1,396.00        | \$1,396.00        |
| Employee Contribution                     | \$0.00            | \$0.00            | \$0.00            | \$0.00            | \$0.00            |
| <b>Total</b>                              | <b>\$1,396.00</b> | <b>\$1,396.00</b> | <b>\$1,396.00</b> | <b>\$1,396.00</b> | <b>\$1,396.00</b> |
| UIGRADCare <sup>1, 2</sup>                | AY 2016           | AY 2017           | AY 2018           | AY 2019           | AY 2020           |
| Employer Contribution                     | \$838.00          | \$938.00          | \$1,011.50        | \$1,011.50        | \$1,181.60        |
| Employee Contribution                     | \$359.00          | \$402.00          | \$433.50          | \$433.50          | \$506.40          |
| <b>Total</b>                              | <b>\$1,197.00</b> | <b>\$1,340.00</b> | <b>\$1,445.00</b> | <b>\$1,445.00</b> | <b>\$1,688.00</b> |
| UISelect                                  | AY 2016           | AY 2017           | AY 2018           | AY 2019           | AY 2020           |
| Employer Contribution                     |                   |                   |                   |                   | \$1,165.00        |
| Employee Contribution                     |                   |                   |                   |                   | \$291.00          |
| <b>Total</b>                              | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$1,456.00</b> |
| Health Insurance - Employee with Children |                   |                   |                   |                   |                   |
| UIChoice                                  | CY 2016           | CY 2017           | CY 2018           | CY 2019           | CY 2020           |
| Employer Contribution                     | \$816.00          | \$897.00          | \$942.00          | \$965.00          | \$1,065.00        |
| Employee Contribution                     | \$204.00          | \$224.00          | \$235.00          | \$241.00          | \$266.00          |
| <b>Total</b>                              | <b>\$1,020.00</b> | <b>\$1,121.00</b> | <b>\$1,177.00</b> | <b>\$1,206.00</b> | <b>\$1,331.00</b> |
| House Staff                               | CY 2016           | CY 2017           | CY 2018           | CY 2019           | CY 2020           |
| Employer Contribution                     | \$1,314.00        | \$1,314.00        | \$1,314.00        | \$1,314.00        | \$1,314.00        |
| Employee Contribution                     | \$0.00            | \$0.00            | \$0.00            | \$0.00            | \$0.00            |
| <b>Total</b>                              | <b>\$1,314.00</b> | <b>\$1,314.00</b> | <b>\$1,314.00</b> | <b>\$1,314.00</b> | <b>\$1,314.00</b> |
| UISelect                                  | AY 2016           | AY 2017           | AY 2018           | AY 2019           | AY 2020           |
| Employer Contribution                     |                   |                   |                   |                   | \$887.00          |
| Employee Contribution                     |                   |                   |                   |                   | \$222.00          |
| <b>Total</b>                              | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$1,109.00</b> |
| Health Insurance - Employee with Spouse   |                   |                   |                   |                   |                   |
| UIChoice                                  | CY 2016           | CY 2017           | CY 2018           | CY 2019           | CY 2020           |
| Employer Contribution                     | \$936.00          | \$1,099.00        | \$1,154.00        | \$1,183.00        | \$1,305.00        |
| Employee Contribution                     | \$234.00          | \$275.00          | \$289.00          | \$296.00          | \$326.00          |
| <b>Total</b>                              | <b>\$1,170.00</b> | <b>\$1,374.00</b> | <b>\$1,443.00</b> | <b>\$1,479.00</b> | <b>\$1,631.00</b> |
| House Staff                               | CY 2016           | CY 2017           | CY 2018           | CY 2019           | CY 2020           |
| Employer Contribution                     | \$747.00          | \$747.00          | \$747.00          | \$747.00          | \$747.00          |
| Employee Contribution                     | \$0.00            | \$0.00            | \$0.00            | \$0.00            | \$0.00            |
| <b>Total</b>                              | <b>\$747.00</b>   | <b>\$747.00</b>   | <b>\$747.00</b>   | <b>\$747.00</b>   | <b>\$747.00</b>   |
| UIGRADCare <sup>1, 2</sup>                | AY 2016           | AY 2017           | AY 2018           | AY 2019           | AY 2020           |
| Employer Contribution                     | \$400.00          | \$511.00          | \$511.00          | \$511.00          | \$511.00          |
| Employee Contribution                     | \$171.00          | \$219.00          | \$219.00          | \$219.00          | \$219.00          |
| <b>Total</b>                              | <b>\$571.00</b>   | <b>\$730.00</b>   | <b>\$730.00</b>   | <b>\$730.00</b>   | <b>\$730.00</b>   |
| UISelect                                  | AY 2016           | AY 2017           | AY 2018           | AY 2019           | AY 2020           |
| Employer Contribution                     |                   |                   |                   |                   | \$1,087.00        |
| Employee Contribution                     |                   |                   |                   |                   | \$272.00          |
| <b>Total</b>                              | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$1,359.00</b> |

1. AY = Academic Year.  
2. Beginning CY 2016, the "Employee with Children" category was discontinued; employees with children are now included in the "Family" category.

| IOWA STATE UNIVERSITY   |                   |                   |                   |                   |                   |
|---|-------------------|-------------------|-------------------|-------------------|-------------------|
| IOWA SCHOOL FOR THE DEAF / IOWA BRAILLE AND SIGHT SAVING SCHOOL * |                   |                   |                   |                   |                   |
| <b>Health Insurance - Single</b>                                  |                   |                   |                   |                   |                   |
| <b>PPO - Faculty/Staff</b>  | <b>CY 2016</b>    | <b>CY 2017</b>    | <b>CY 2018</b>    | <b>CY 2019</b>    | <b>CY 2020</b>    |
| Employer Contribution   | \$481.00          | \$481.00          | \$481.00          | \$481.00          | \$481.00          |
| Employee Contribution   | \$20.00           | \$20.00           | \$20.00           | \$20.00           | \$20.00           |
| <b>Total</b>  | <b>\$501.00</b>   | <b>\$501.00</b>   | <b>\$501.00</b>   | <b>\$501.00</b>   | <b>\$501.00</b>   |
| <b>HMO - Faculty/Staff</b>  |                   |                   |                   |                   |                   |
| Employer Contribution   | \$485.00          | \$485.00          | \$485.00          | \$485.00          | \$485.00          |
| Employee Contribution   | \$0.00            | \$0.00            | \$0.00            | \$0.00            | \$0.00            |
| <b>Total</b>  | <b>\$485.00</b>   | <b>\$485.00</b>   | <b>\$485.00</b>   | <b>\$485.00</b>   | <b>\$485.00</b>   |
| <b>PPO - Merit</b>  |                   |                   |                   |                   |                   |
| Employer Contribution   | n/a               | \$671.00          | \$671.00          | \$671.00          | \$671.00          |
| Employee Contribution   | n/a               | \$20.00           | \$20.00           | \$20.00           | \$20.00           |
| <b>Total</b>  | <b>\$0.00</b>     | <b>\$691.00</b>   | <b>\$691.00</b>   | <b>\$691.00</b>   | <b>\$691.00</b>   |
| <b>HMO - Merit</b>  |                   |                   |                   |                   |                   |
| Employer Contribution   | n/a               | \$669.00          | \$669.00          | \$669.00          | \$669.00          |
| Employee Contribution   | n/a               | \$0.00            | \$0.00            | \$0.00            | \$0.00            |
| <b>Total</b>  | <b>\$0.00</b>     | <b>\$669.00</b>   | <b>\$669.00</b>   | <b>\$669.00</b>   | <b>\$669.00</b>   |
| <b>Health Insurance - Family</b>                                  |                   |                   |                   |                   |                   |
| <b>PPO - Faculty/Staff</b>  | <b>CY 2016</b>    | <b>CY 2017</b>    | <b>CY 2018</b>    | <b>CY 2019</b>    | <b>CY 2020</b>    |
| Employer Contribution   | \$1,129.00        | \$1,129.00        | \$1,129.00        | \$1,129.00        | \$1,129.00        |
| Employee Contribution   | \$339.00          | \$339.00          | \$339.00          | \$339.00          | \$339.00          |
| <b>Total</b>  | <b>\$1,468.00</b> | <b>\$1,468.00</b> | <b>\$1,468.00</b> | <b>\$1,468.00</b> | <b>\$1,468.00</b> |
| <b>HMO - Faculty/Staff</b>  |                   |                   |                   |                   |                   |
| Employer Contribution   | \$1,305.00        | \$1,305.00        | \$1,305.00        | \$1,305.00        | \$1,305.00        |
| Employee Contribution   | \$112.00          | \$112.00          | \$112.00          | \$112.00          | \$112.00          |
| <b>Total</b>  | <b>\$1,417.00</b> | <b>\$1,417.00</b> | <b>\$1,417.00</b> | <b>\$1,417.00</b> | <b>\$1,417.00</b> |
| <b>PPO - Merit</b>  |                   |                   |                   |                   |                   |
| Employer Contribution   | n/a               | \$1,687.00        | \$1,687.00        | \$1,687.00        | \$1,687.00        |
| Employee Contribution   | n/a               | \$339.00          | \$339.00          | \$339.00          | \$339.00          |
| <b>Total</b>  | <b>\$0.00</b>     | <b>\$2,026.00</b> | <b>\$2,026.00</b> | <b>\$2,026.00</b> | <b>\$2,026.00</b> |
| <b>HMO - Merit</b>  |                   |                   |                   |                   |                   |
| Employer Contribution   | n/a               | \$1,843.00        | \$1,844.00        | \$1,844.00        | \$1,844.00        |
| Employee Contribution   | n/a               | \$112.00          | \$112.00          | \$112.00          | \$112.00          |
| <b>Total</b>  | <b>\$0.00</b>     | <b>\$1,955.00</b> | <b>\$1,956.00</b> | <b>\$1,956.00</b> | <b>\$1,956.00</b> |
| <b>Health Insurance - Employee with Children</b>                  |                   |                   |                   |                   |                   |
| <b>PPO - Faculty/Staff</b>  | <b>CY 2016</b>    | <b>CY 2017</b>    | <b>CY 2018</b>    | <b>CY 2019</b>    | <b>CY 2020</b>    |
| Employer Contribution   | \$721.00          | \$721.00          | \$721.00          | \$721.00          | \$721.00          |
| Employee Contribution   | \$173.00          | \$173.00          | \$173.00          | \$173.00          | \$173.00          |
| <b>Total</b>  | <b>\$894.00</b>   | <b>\$894.00</b>   | <b>\$894.00</b>   | <b>\$894.00</b>   | <b>\$894.00</b>   |
| <b>HMO - Faculty/Staff</b>  |                   |                   |                   |                   |                   |
| Employer Contribution   | \$825.00          | \$825.00          | \$825.00          | \$825.00          | \$825.00          |
| Employee Contribution   | \$46.00           | \$46.00           | \$46.00           | \$46.00           | \$46.00           |
| <b>Total</b>  | <b>\$871.00</b>   | <b>\$871.00</b>   | <b>\$871.00</b>   | <b>\$871.00</b>   | <b>\$871.00</b>   |
| <b>PPO - Merit</b>  |                   |                   |                   |                   |                   |
| Employer Contribution   | n/a               | \$1,061.00        | \$1,061.00        | \$1,061.00        | \$1,061.00        |
| Employee Contribution   | n/a               | \$173.00          | \$173.00          | \$173.00          | \$173.00          |
| <b>Total</b>  | <b>\$0.00</b>     | <b>\$1,234.00</b> | <b>\$1,234.00</b> | <b>\$1,234.00</b> | <b>\$1,234.00</b> |
| <b>HMO - Merit</b>  |                   |                   |                   |                   |                   |
| Employer Contribution   | n/a               | \$1,156.00        | \$1,156.00        | \$1,156.00        | \$1,156.00        |
| Employee Contribution   | n/a               | \$46.00           | \$46.00           | \$46.00           | \$46.00           |
| <b>Total</b>  | <b>\$0.00</b>     | <b>\$1,202.00</b> | <b>\$1,202.00</b> | <b>\$1,202.00</b> | <b>\$1,202.00</b> |
| <b>Health Insurance - Employee with Spouse</b>                    |                   |                   |                   |                   |                   |
| <b>PPO - Faculty/Staff</b>  | <b>CY 2016</b>    | <b>CY 2017</b>    | <b>CY 2018</b>    | <b>CY 2019</b>    | <b>CY 2020</b>    |
| Employer Contribution   | \$882.00          | \$882.00          | \$882.00          | \$882.00          | \$882.00          |
| Employee Contribution   | \$263.00          | \$263.00          | \$263.00          | \$263.00          | \$263.00          |
| <b>Total</b>  | <b>\$1,145.00</b> | <b>\$1,145.00</b> | <b>\$1,145.00</b> | <b>\$1,145.00</b> | <b>\$1,145.00</b> |
| <b>HMO - Faculty/Staff</b>  |                   |                   |                   |                   |                   |
| Employer Contribution   | \$1,036.00        | \$1,036.00        | \$1,036.00        | \$1,036.00        | \$1,036.00        |
| Employee Contribution   | \$78.00           | \$78.00           | \$78.00           | \$78.00           | \$78.00           |
| <b>Total</b>  | <b>\$1,114.00</b> | <b>\$1,114.00</b> | <b>\$1,114.00</b> | <b>\$1,114.00</b> | <b>\$1,114.00</b> |
| <b>PPO - Merit</b>  |                   |                   |                   |                   |                   |
| Employer Contribution   | n/a               | \$1,317.00        | \$1,317.00        | \$1,317.00        | \$1,317.00        |
| Employee Contribution   | n/a               | \$263.00          | \$263.00          | \$263.00          | \$263.00          |
| <b>Total</b>  | <b>\$0.00</b>     | <b>\$1,580.00</b> | <b>\$1,580.00</b> | <b>\$1,580.00</b> | <b>\$1,580.00</b> |
| <b>HMO - Merit</b>  |                   |                   |                   |                   |                   |
| Employer Contribution   | n/a               | \$1,459.00        | \$1,459.00        | \$1,459.00        | \$1,459.00        |
| Employee Contribution   | n/a               | \$78.00           | \$78.00           | \$78.00           | \$78.00           |
| <b>Total</b>  | <b>\$0.00</b>     | <b>\$1,537.00</b> | <b>\$1,537.00</b> | <b>\$1,537.00</b> | <b>\$1,537.00</b> |

PPO = Preferred Provider Organization // HMO = Health Maintenance Organization

\* Employees of ISD and IBSSS participate in insurance plans at ISU.

| <b>UNIVERSITY OF NORTHERN IOWA</b> |                   |                   |                   |                   |                   |
|------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| <b>Health Insurance - Single</b>   |                   |                   |                   |                   |                   |
| <b>UNI PPO Alliance Select</b>     | <b>CY 2016</b>    | <b>CY 2017</b>    | <b>CY 2018</b>    | <b>CY 2019</b>    | <b>CY 2020</b>    |
| Employer Contribution              | \$513.75          | \$667.80          | \$742.96          | \$742.96          | \$757.81          |
| Employee Contribution              | \$0.00            | \$0.00            | \$21.00           | \$21.00           | \$21.45           |
| <b>Total</b>                       | <b>\$513.75</b>   | <b>\$667.80</b>   | <b>\$763.96</b>   | <b>\$763.96</b>   | <b>\$779.26</b>   |
| <b>UNI Blue Advantage HMO</b>      | <b>CY 2016</b>    | <b>CY 2017</b>    | <b>CY 2018</b>    | <b>CY 2019</b>    | <b>CY 2020</b>    |
| Employer Contribution              | \$486.00          | \$614.79          | \$707.01          | \$707.01          | \$757.81          |
| Employee Contribution              | \$0.00            | \$0.00            | \$0.00            | \$0.00            | \$0.00            |
| <b>Total</b>                       | <b>\$486.00</b>   | <b>\$614.79</b>   | <b>\$707.01</b>   | <b>\$707.01</b>   | <b>\$757.81</b>   |
| <b>Health Insurance - Family</b>   |                   |                   |                   |                   |                   |
| <b>UNI PPO Alliance Select</b>     | <b>CY 2016</b>    | <b>CY 2017</b>    | <b>CY 2018</b>    | <b>CY 2019</b>    | <b>CY 2020</b>    |
| Employer Contribution              | \$1,038.00        | \$1,349.40        | \$1,430.23        | \$1,430.23        | \$1,458.83        |
| Employee Contribution              | \$259.50          | \$188.85          | \$357.55          | \$357.55          | \$364.80          |
| <b>Total</b>                       | <b>\$1,297.50</b> | <b>\$1,538.25</b> | <b>\$1,787.78</b> | <b>\$1,787.78</b> | <b>\$1,823.63</b> |
| <b>UNI Blue Advantage HMO</b>      | <b>CY 2016</b>    | <b>CY 2017</b>    | <b>CY 2018</b>    | <b>CY 2019</b>    | <b>CY 2020</b>    |
| Employer Contribution              | \$1,038.00        | \$1,349.40        | \$1,430.23        | \$1,430.23        | \$1,458.83        |
| Employee Contribution              | \$178.50          | \$337.35          | \$188.85          | \$188.85          | \$192.60          |
| <b>Total</b>                       | <b>\$1,216.50</b> | <b>\$1,686.75</b> | <b>\$1,619.08</b> | <b>\$1,619.08</b> | <b>\$1,651.43</b> |

## **Dental Insurance** (See pages 17 – 19 for contribution rates)

*Effective January 1, 2018 all new and current Merit employees moved to the Faculty and Staff dental plans.*

### **University of Iowa**

The University offers one dental insurance: Dental II. Regular faculty and staff with at least a 50% appointment and their eligible dependents are able to enroll. All plans are administered by Delta Dental of Iowa.

- ▶ Dental II has a \$0 deductible and the annual maximum benefit is dependent on the service. For Diagnostic and Preventive Maintenance Care the maximum annual benefit (per member) is two visits per year. For Routine and Restorative Care, Dental Prosthetics, Endodontic, Periodontal, High Cost Restoration, Straighter Teeth (Orthodontic Care) the maximum annual benefit (per member) is \$2000, up to \$4000 with annual carryover.

For further details see <https://hr.uiowa.edu/benefits/dental-insurance>

### **Iowa State University**

The University offers two dental plan options: Basic and Comprehensive. Faculty, P&S, Merit and Pre/Post-Doctoral employees who are appointed to positions with an appointment of ½ time or greater are eligible to participate. Both plans are administered by Delta Dental of Iowa.

- ▶ Basic Plan has a \$0 deductible and \$750 annual maximum benefit per person/year.
- ▶ Comprehensive Plan has a \$25 annual deductible, \$1500 annual maximum benefit per person/year, \$2000 lifetime maximum for orthodontics and 3-year participation required upon enrollment.

For further details see <https://www.hr.iastate.edu/benefits/insurance/isu-plan#dental>

### **University of Northern Iowa**

The University offers one dental insurance: UNI Dental Plan. Non-temporary employees who hold a 50% or greater appointment for nine months or greater are eligible. Temporary faculty that are appointed for nine months holding a 50% or greater appointment or are appointed for a second consecutive semester at 50% or greater are eligible.

- ▶ UNI Dental Plan has a \$0 deductible, \$1500 annual maximum benefit per person/year, and \$1500 lifetime maximum for orthodontics.

For further details see <https://hrs.uni.edu/mybenefits/dental>

### **Iowa School for the Deaf / Iowa Braille and Sight Saving School**

Employees of the two Special Schools participate in the dental insurance plans at ISU.

| UNIVERSITY OF IOWA                        |                 |                 |                 |                 |                 |
|---|-----------------|-----------------|-----------------|-----------------|-----------------|
| Dental Insurance - Single                 |                 |                 |                 |                 |                 |
| Dental                                    | CY 2016         | CY 2017         | CY 2018         | CY 2019         | CY 2020         |
| Employer Contribution                     | \$42.00         | \$45.00         | \$45.00         | \$45.00         | \$45.00         |
| Employee Contribution                     | \$0.00          | \$0.00          | \$0.00          | \$0.00          | \$0.00          |
| <b>Total</b>                              | <b>\$42.00</b>  | <b>\$45.00</b>  | <b>\$45.00</b>  | <b>\$45.00</b>  | <b>\$45.00</b>  |
| House Staff                               | CY 2016         | CY 2017         | CY 2018         | CY 2019         | CY 2020         |
| Employer Contribution                     | \$34.00         | \$34.00         | \$34.00         |                 |                 |
| Employee Contribution                     | \$0.00          | \$0.00          | \$0.00          |                 |                 |
| <b>Total</b>                              | <b>\$34.00</b>  | <b>\$34.00</b>  | <b>\$34.00</b>  | <b>\$0.00</b>   | <b>\$0.00</b>   |
| Grad Dental <sup>1</sup>                  | AY 2016         | AY 2017         | AY 2018         | AY 2019         | AY 2020         |
| Employer Contribution                     | \$21.00         | \$21.25         | \$21.25         | \$21.25         | \$21.25         |
| Employee Contribution                     | \$4.00          | \$3.75          | \$3.75          | \$3.75          | \$3.75          |
| <b>Total</b>                              | <b>\$25.00</b>  | <b>\$25.00</b>  | <b>\$25.00</b>  | <b>\$25.00</b>  | <b>\$25.00</b>  |
| Dental Insurance - Family                 |                 |                 |                 |                 |                 |
| Dental                                    | CY 2016         | CY 2017         | CY 2018         | CY 2019         | CY 2020         |
| Employer Contribution                     | \$101.00        | \$106.40        | \$106.00        | \$106.00        | \$106.00        |
| Employee Contribution                     | \$25.00         | \$26.60         | \$27.00         | \$27.00         | \$27.00         |
| <b>Total</b>                              | <b>\$126.00</b> | <b>\$133.00</b> | <b>\$133.00</b> | <b>\$133.00</b> | <b>\$133.00</b> |
| House Staff                               | CY 2016         | CY 2017         | CY 2018         | CY 2019         | CY 2020         |
| Employer Contribution                     | \$89.00         | \$89.00         | \$89.00         | \$89.00         | \$89.00         |
| Employee Contribution                     | \$0.00          | \$0.00          | \$0.00          | \$0.00          | \$0.00          |
| <b>Total</b>                              | <b>\$89.00</b>  | <b>\$89.00</b>  | <b>\$89.00</b>  | <b>\$89.00</b>  | <b>\$89.00</b>  |
| Grad Dental <sup>1</sup>                  | AY 2016         | AY 2017         | AY 2018         | AY 2019         | AY 2020         |
| Employer Contribution                     | \$55.30         | \$56.00         | \$56.00         | \$56.00         | \$56.00         |
| Employee Contribution                     | \$23.70         | \$24.00         | \$24.00         | \$24.00         | \$24.00         |
| <b>Total</b>                              | <b>\$79.00</b>  | <b>\$80.00</b>  | <b>\$80.00</b>  | <b>\$80.00</b>  | <b>\$80.00</b>  |
| Dental Insurance - Employee with Children |                 |                 |                 |                 |                 |
| Dental                                    | CY 2016         | CY 2017         | CY 2018         | CY 2019         | CY 2020         |
| Employer Contribution                     | \$80.00         | \$80.00         | \$80.00         | \$80.00         | \$80.00         |
| Employee Contribution                     | \$20.00         | \$20.00         | \$20.00         | \$20.00         | \$20.00         |
| <b>Total</b>                              | <b>\$100.00</b> | <b>\$100.00</b> | <b>\$100.00</b> | <b>\$100.00</b> | <b>\$100.00</b> |
| House Staff                               | CY 2016         | CY 2017         | CY 2018         | CY 2019         | CY 2020         |
| Employer Contribution                     | \$70.00         | \$70.00         | \$70.00         | \$70.00         | \$70.00         |
| Employee Contribution                     | \$0.00          | \$0.00          | \$0.00          | \$0.00          | \$0.00          |
| <b>Total</b>                              | <b>\$70.00</b>  | <b>\$70.00</b>  | <b>\$70.00</b>  | <b>\$70.00</b>  | <b>\$70.00</b>  |
| Grad Dental <sup>1</sup>                  | AY 2016         | AY 2017         | AY 2018         | AY 2019         | AY 2020         |
| Employer Contribution                     | \$43.40         | \$46.90         | \$46.90         | \$46.90         | \$46.90         |
| Employee Contribution                     | \$18.60         | \$20.10         | \$20.10         | \$20.10         | \$20.10         |
| <b>Total</b>                              | <b>\$62.00</b>  | <b>\$67.00</b>  | <b>\$67.00</b>  | <b>\$67.00</b>  | <b>\$67.00</b>  |
| Dental Insurance - Employee with Spouse   |                 |                 |                 |                 |                 |
| Dental                                    | CY 2016         | CY 2017         | CY 2018         | CY 2019         | CY 2020         |
| Employer Contribution                     | \$68.00         | \$0.00          | \$74.00         | \$74.00         | \$74.00         |
| Employee Contribution                     | \$16.00         | \$0.00          | \$19.00         | \$19.00         | \$19.00         |
| <b>Total</b>                              | <b>\$84.00</b>  | <b>\$0.00</b>   | <b>\$93.00</b>  | <b>\$93.00</b>  | <b>\$93.00</b>  |
| House Staff                               | CY 2016         | CY 2017         | CY 2018         | CY 2019         | CY 2020         |
| Employer Contribution                     | \$87.00         | \$87.00         | \$87.00         | \$87.00         | \$87.00         |
| Employee Contribution                     | \$0.00          | \$0.00          | \$0.00          | \$0.00          | \$0.00          |
| <b>Total</b>                              | <b>\$87.00</b>  | <b>\$87.00</b>  | <b>\$87.00</b>  | <b>\$87.00</b>  | <b>\$87.00</b>  |
| Grad Dental <sup>1</sup>                  | AY 2016         | AY 2017         | AY 2018         | AY 2019         | AY 2020         |
| Employer Contribution                     | \$31.50         | \$31.50         | \$31.50         | \$31.50         | \$32.90         |
| Employee Contribution                     | \$13.50         | \$13.50         | \$13.50         | \$13.50         | \$14.10         |
| <b>Total</b>                              | <b>\$45.00</b>  | <b>\$45.00</b>  | <b>\$45.00</b>  | <b>\$45.00</b>  | <b>\$47.00</b>  |

1. AY = Academic Year.

| IOWA STATE UNIVERSITY   |                 |                 |                 |                 |                 |
|---|-----------------|-----------------|-----------------|-----------------|-----------------|
| IOWA SCHOOL FOR THE DEAF / IOWA BRAILLE AND SIGHT SAVING SCHOOL * |                 |                 |                 |                 |                 |
| Dental Insurance - Single   |                 |                 |                 |                 |                 |
| Basic - Faculty/Staff   | CY 2016         | CY 2017         | CY 2018         | CY 2019         | CY 2020         |
| Employer Contribution   | \$26.00         | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | \$0.00          | \$0.00          | \$0.00          | \$0.00          | \$0.00          |
| <b>Total</b>  | <b>\$26.00</b>  | <b>\$26.00</b>  | <b>\$26.00</b>  | <b>\$26.00</b>  | <b>\$26.00</b>  |
| Comprehensive - Faculty/Staff                                     |                 |                 |                 |                 |                 |
| Employer Contribution   | \$26.00         | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | \$16.00         | \$16.00         | \$16.00         | \$16.00         | \$16.00         |
| <b>Total</b>  | <b>\$42.00</b>  | <b>\$42.00</b>  | <b>\$42.00</b>  | <b>\$42.00</b>  | <b>\$42.00</b>  |
| Basic - Merit   |                 |                 |                 |                 |                 |
| Employer Contribution   | n/a             | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | n/a             | \$0.00          | \$0.00          | \$0.00          | \$0.00          |
| <b>Total</b>  | <b>\$0.00</b>   | <b>\$26.00</b>  | <b>\$26.00</b>  | <b>\$26.00</b>  | <b>\$26.00</b>  |
| Comprehensive - Merit   |                 |                 |                 |                 |                 |
| Employer Contribution   | n/a             | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | n/a             | \$16.00         | \$16.00         | \$16.00         | \$16.00         |
| <b>Total</b>  | <b>\$0.00</b>   | <b>\$42.00</b>  | <b>\$42.00</b>  | <b>\$42.00</b>  | <b>\$42.00</b>  |
| Dental Insurance - Family   |                 |                 |                 |                 |                 |
| Basic - Faculty/Staff   | CY 2016         | CY 2017         | CY 2018         | CY 2019         | CY 2020         |
| Employer Contribution   | \$26.00         | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | \$45.00         | \$45.00         | \$45.00         | \$45.00         | \$45.00         |
| <b>Total</b>  | <b>\$71.00</b>  | <b>\$71.00</b>  | <b>\$71.00</b>  | <b>\$71.00</b>  | <b>\$71.00</b>  |
| Comprehensive - Faculty/Staff                                     |                 |                 |                 |                 |                 |
| Employer Contribution   | \$26.00         | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | \$96.00         | \$96.00         | \$96.00         | \$96.00         | \$96.00         |
| <b>Total</b>  | <b>\$122.00</b> | <b>\$122.00</b> | <b>\$122.00</b> | <b>\$122.00</b> | <b>\$122.00</b> |
| Basic - Merit   |                 |                 |                 |                 |                 |
| Employer Contribution   | n/a             | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | n/a             | \$45.00         | \$45.00         | \$45.00         | \$45.00         |
| <b>Total</b>  | <b>\$0.00</b>   | <b>\$71.00</b>  | <b>\$71.00</b>  | <b>\$71.00</b>  | <b>\$71.00</b>  |
| Comprehensive - Merit   |                 |                 |                 |                 |                 |
| Employer Contribution   | n/a             | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | n/a             | \$96.00         | \$96.00         | \$96.00         | \$96.00         |
| <b>Total</b>  | <b>\$0.00</b>   | <b>\$122.00</b> | <b>\$122.00</b> | <b>\$122.00</b> | <b>\$122.00</b> |
| Dental Insurance - Employee with Children                         |                 |                 |                 |                 |                 |
| Basic - Faculty/Staff   | CY 2016         | CY 2017         | CY 2018         | CY 2019         | CY 2020         |
| Employer Contribution   | \$26.00         | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | \$37.00         | \$37.00         | \$37.00         | \$37.00         | \$37.00         |
| <b>Total</b>  | <b>\$63.00</b>  | <b>\$63.00</b>  | <b>\$63.00</b>  | <b>\$63.00</b>  | <b>\$63.00</b>  |
| Comprehensive - Faculty/Staff                                     |                 |                 |                 |                 |                 |
| Employer Contribution   | \$26.00         | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | \$82.00         | \$82.00         | \$82.00         | \$82.00         | \$82.00         |
| <b>Total</b>  | <b>\$108.00</b> | <b>\$108.00</b> | <b>\$108.00</b> | <b>\$108.00</b> | <b>\$108.00</b> |
| Basic - Merit   |                 |                 |                 |                 |                 |
| Employer Contribution   | n/a             | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | n/a             | \$37.00         | \$37.00         | \$37.00         | \$37.00         |
| <b>Total</b>  | <b>\$0.00</b>   | <b>\$63.00</b>  | <b>\$63.00</b>  | <b>\$63.00</b>  | <b>\$63.00</b>  |
| Comprehensive - Merit   |                 |                 |                 |                 |                 |
| Employer Contribution   | n/a             | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | n/a             | \$82.00         | \$82.00         | \$82.00         | \$82.00         |
| <b>Total</b>  | <b>\$0.00</b>   | <b>\$108.00</b> | <b>\$108.00</b> | <b>\$108.00</b> | <b>\$108.00</b> |
| Dental Insurance - Employee with Spouse                           |                 |                 |                 |                 |                 |
| Basic - Faculty/Staff   | CY 2016         | CY 2017         | CY 2018         | CY 2019         | CY 2020         |
| Employer Contribution   | \$26.00         | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | \$30.00         | \$30.00         | \$30.00         | \$30.00         | \$30.00         |
| <b>Total</b>  | <b>\$56.00</b>  | <b>\$56.00</b>  | <b>\$56.00</b>  | <b>\$56.00</b>  | <b>\$56.00</b>  |
| Comprehensive - Faculty/Staff                                     |                 |                 |                 |                 |                 |
| Employer Contribution   | \$26.00         | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | \$77.00         | \$77.00         | \$77.00         | \$77.00         | \$77.00         |
| <b>Total</b>  | <b>\$103.00</b> | <b>\$103.00</b> | <b>\$103.00</b> | <b>\$103.00</b> | <b>\$103.00</b> |
| Basic - Merit   |                 |                 |                 |                 |                 |
| Employer Contribution   | n/a             | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | n/a             | \$30.00         | \$30.00         | \$30.00         | \$30.00         |
| <b>Total</b>  | <b>\$0.00</b>   | <b>\$56.00</b>  | <b>\$56.00</b>  | <b>\$56.00</b>  | <b>\$56.00</b>  |
| Comprehensive - Merit   |                 |                 |                 |                 |                 |
| Employer Contribution   | n/a             | \$26.00         | \$26.00         | \$26.00         | \$26.00         |
| Employee Contribution   | n/a             | \$77.00         | \$77.00         | \$77.00         | \$77.00         |
| <b>Total</b>  | <b>\$0.00</b>   | <b>\$103.00</b> | <b>\$103.00</b> | <b>\$103.00</b> | <b>\$103.00</b> |

\* Employees of ISD and IBSSS participate in insurance plans at ISU.

| <b>UNIVERSITY OF NORTHERN IOWA</b>               |                 |                 |                 |                 |                 |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|
| <b>Dental Insurance - Single</b>                 |                 |                 |                 |                 |                 |
| <b>Dental II*</b>                                | <b>CY 2016</b>  | <b>CY 2017</b>  | <b>CY 2018</b>  | <b>CY 2019</b>  | <b>CY 2020</b>  |
| Employer Contribution                            | \$25.50         | \$25.50         | \$25.50         | \$25.50         | \$25.50         |
| Employee Contribution                            | \$6.00          | \$6.00          | \$6.00          | \$6.00          | \$6.00          |
| <b>Total</b>                                     | <b>\$31.50</b>  | <b>\$31.50</b>  | <b>\$31.50</b>  | <b>\$31.50</b>  | <b>\$31.50</b>  |
| <i>* Dental II includes Faculty as of 1/1/18</i> |                 |                 |                 |                 |                 |
|  |                 |                 |                 |                 |                 |
|  |                 |                 |                 |                 |                 |
| <b>Dental Insurance - Family</b>                 |                 |                 |                 |                 |                 |
| <b>Dental II</b>                                 | <b>CY 2016</b>  | <b>CY 2017</b>  | <b>CY 2018</b>  | <b>CY 2019</b>  | <b>CY 2020</b>  |
| Employer Contribution                            | \$54.75         | \$54.75         | \$54.75         | \$54.75         | \$54.75         |
| Employee Contribution                            | \$54.75         | \$54.75         | \$54.75         | \$54.75         | \$54.75         |
| <b>Total</b>                                     | <b>\$109.50</b> | <b>\$109.50</b> | <b>\$109.50</b> | <b>\$109.50</b> | <b>\$109.50</b> |
| <i>* Dental II includes Faculty as of 1/1/18</i> |                 |                 |                 |                 |                 |

## Salaries

### **Salary Policies**

In June 2019, the Board approved the following salary policies for the institutions for FY 2020:

#### **COLLECTIVE BARGAINING AGREEMENTS**

American Federation of State, County, and Municipal Employees (AFSCME - all institutions): The statewide collective bargaining agreement (CBA) with AFSCME provides a two and one tenth percent (2.1%) increase on July 1, 2019, for employees in the bargaining units covered by this CBA. The Board of Regents employs approximately six thousand four hundred (6,400) AFSCME covered staff in blue collar, education, security, technical and clerical units at its institutions.

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU – tertiary care employees at UIHC): A CBA for a two-year contract beginning July 1, 2019, with SEIU provides two and one tenth percent (2.1%) increase on July 1, 2019, for employees covered by this CBA. There are approximately three thousand seven hundred (3,800) SEIU covered staff.

COGS (University of Iowa graduate assistants): A CBA for a two-year contract beginning July 1, 2019, with the United Electrical, Radio and Machine Workers of America, Local 896/COGS provides a two and one tenth percent (2.1%) increase in the average graduate assistant stipend on July 1, 2019 (there are no steps). There are approximately two thousand (2,000) COGS covered staff.

UNI – UNITED FACULTY (faculty at the University of Northern Iowa): A CBA for a two-year contract beginning July 1, 2019, was reached with UNI-United Faculty. The agreement provides for a wage increase of a two and one tenth percent (2.1%) on July 1, 2019 (there are no step increases). There are approximately six hundred sixty (660) UNI-United Faculty covered staff.

#### **REGENT MERIT SYSTEM SALARY POLICY**

Regent Merit System Supervisory and Confidential Staff Wage Increase: As customary, the wage increase proposed for the non-represented supervisory and confidential staff in the Regent Merit System is the same as that negotiated with AFSCME for employees in statewide bargaining units and results in the attached pay matrix (See Attachment A). The two-year AFSCME agreement beginning July 1, 2019, provides for a two and one tenth percent (2.1%) increase on July 1, 2019.

Regent Merit System Employee Merit Increase: Merit increases will be set in salary policy for both represented and non-represented merit employees.

**Regent Merit System Pay Matrix** (Continued on next page)

| Board of Regents, State of Iowa<br>Regent Merit System Pay Matrix<br>July 1, 2019 |              |                     |                     |
|---|--------------|---------------------|---------------------|
| Grade   | Pay Basis    | 7/1/2019<br>Minimum | 7/1/2019<br>Maximum |
| 1   | Hourly       | 9.85                | 18.12               |
| 2   | Hourly       | 10.81               | 18.91               |
| 3   | Hourly       | 13.31               | 19.79               |
|   | Semi-Monthly | 1,157.97            | 1,721.73            |
|   | Monthly      | 2,315.94            | 3,443.46            |
|   | Annual       | 27,791.28           | 41,321.52           |
| 4   | Hourly       | 13.89               | 20.69               |
|   | Semi-Monthly | 1,208.43            | 1,800.03            |
|   | Monthly      | 2,416.86            | 3,600.06            |
|   | Annual       | 29,002.32           | 43,200.72           |
| 5   | Hourly       | 14.53               | 21.61               |
|   | Semi-Monthly | 1,264.11            | 1,880.07            |
|   | Monthly      | 2,528.22            | 3,760.14            |
|   | Annual       | 30,338.64           | 45,121.68           |
| 6   | Hourly       | 15.20               | 22.59               |
|   | Semi-Monthly | 1,322.40            | 1,965.33            |
|   | Monthly      | 2,644.80            | 3,930.66            |
|   | Annual       | 31,737.60           | 47,167.92           |
| 7   | Hourly       | 15.86               | 23.60               |
|   | Semi-Monthly | 1,379.82            | 2,053.20            |
|   | Monthly      | 2,759.64            | 4,106.40            |
|   | Annual       | 33,115.68           | 49,276.80           |
| 8   | Hourly       | 16.57               | 24.66               |
|   | Semi-Monthly | 1,441.59            | 2,145.42            |
|   | Monthly      | 2,883.18            | 4,290.84            |
|   | Annual       | 34,598.16           | 51,490.08           |
| 9   | Hourly       | 17.36               | 25.77               |
|   | Semi-Monthly | 1,510.32            | 2,241.99            |
|   | Monthly      | 3,020.64            | 4,483.98            |
|   | Annual       | 36,247.68           | 53,807.76           |
| 10  | Hourly       | 18.11               | 26.92               |
|   | Semi-Monthly | 1,575.57            | 2,342.04            |
|   | Monthly      | 3,151.14            | 4,684.08            |
|   | Annual       | 37,813.68           | 56,208.96           |

|    |              |           |           |
|----|--------------|-----------|-----------|
| 11 | Hourly       | 18.90     | 28.15     |
|    | Semi-Monthly | 1,644.30  | 2,449.05  |
|    | Monthly      | 3,288.60  | 4,898.10  |
|    | Annual       | 39,463.20 | 58,777.20 |
| 12 | Hourly       | 19.79     | 29.42     |
|    | Semi-Monthly | 1,721.73  | 2,559.54  |
|    | Monthly      | 3,443.46  | 5,119.08  |
|    | Annual       | 41,321.52 | 61,428.96 |
| 13 | Hourly       | 20.65     | 30.73     |
|    | Semi-Monthly | 1,796.55  | 2,673.51  |
|    | Monthly      | 3,593.10  | 5,347.02  |
|    | Annual       | 43,117.20 | 64,164.24 |
| 14 | Hourly       | 21.61     | 32.11     |
|    | Semi-Monthly | 1,880.07  | 2,793.57  |
|    | Monthly      | 3,760.14  | 5,587.14  |
|    | Annual       | 45,121.68 | 67,045.68 |
| 15 | Hourly       | 22.57     | 33.56     |
|    | Semi-Monthly | 1,963.59  | 2,919.72  |
|    | Monthly      | 3,927.18  | 5,839.44  |
|    | Annual       | 47,126.16 | 70,073.28 |
| 16 | Hourly       | 23.59     | 35.05     |
|    | Semi-Monthly | 2,052.33  | 3,049.35  |
|    | Monthly      | 4,104.66  | 6,098.70  |
|    | Annual       | 49,255.92 | 73,184.40 |
| 17 | Hourly       | 24.65     | 36.66     |
|    | Semi-Monthly | 2,144.55  | 3,189.42  |
|    | Monthly      | 4,289.10  | 6,378.84  |
|    | Annual       | 51,469.20 | 76,546.08 |
| 18 | Hourly       | 25.76     | 38.28     |
|    | Semi-Monthly | 2,241.12  | 3,330.36  |
|    | Monthly      | 4,482.24  | 6,660.72  |
|    | Annual       | 53,786.88 | 79,928.64 |
| 19 | Hourly       | 26.90     | 39.99     |
|    | Semi-Monthly | 2,340.30  | 3,479.13  |
|    | Monthly      | 4,680.60  | 6,958.26  |
|    | Annual       | 56,167.20 | 83,499.12 |

| Average Estimated Total Compensation - FY 2020 <sup>1</sup> |                 |           |           |                              |           |          |
|---|-----------------|-----------|-----------|------------------------------|-----------|----------|
|   | Faculty by Rank |           |           |                              | P&S       | Merit    |
|   | Professor       | Associate | Assistant | Overall Average <sup>2</sup> |           |          |
| SUI <sup>3</sup>  | \$227,651       | \$169,304 | \$168,062 | \$190,778                    | \$100,932 | \$64,620 |
| ISU   | \$169,236       | \$114,893 | \$101,106 | \$124,064                    | \$87,949  | \$61,108 |
| UNI   | \$123,768       | \$104,677 | \$94,601  | \$109,275                    | \$99,460  | \$73,092 |
| ISD <sup>4</sup>  | --              | --        | --        | \$110,039                    | \$78,947  | \$53,442 |
| IBSSS <sup>4</sup>  | --              | --        | --        | \$96,982                     | \$77,278  | \$67,726 |

1. Includes Benefits.

2. Weighted by the number of faculty.

3. P&S employees at SUI - non-hospital, non-SEIU.

4. The majority of ISD and IBSSS merit employees are on nine-month appointments.

| Average Salaries <sup>1, 2</sup>             |           |           |           |           |           |           |
|--|-----------|-----------|-----------|-----------|-----------|-----------|
| Faculty <sup>3</sup>                         | FY 2015   | FY 2016   | FY 2017   | FY 2018   | FY 2019   | FY 2020   |
| SUI <sup>4</sup>                             | \$104,483 | \$105,611 | \$107,798 | \$111,952 | \$112,243 | \$113,206 |
| ISU <sup>4</sup>                             | \$88,113  | \$89,008  | \$94,341  | \$93,328  | \$96,766  | \$97,153  |
| UNI  | \$75,780  | \$76,733  | \$78,912  | \$79,691  | \$76,751  | \$80,436  |
| ISD  | \$68,355  | \$65,098  | \$67,823  | \$66,867  | \$67,573  | \$81,004  |
| IBSSS  | \$66,763  | \$66,764  | \$67,785  | \$69,155  | \$68,315  | \$71,924  |
| Professional and Scientific                  | FY 2015   | FY 2016   | FY 2017   | FY 2018   | FY 2019   | FY 2020   |
| SUI <sup>5</sup>                             | \$68,169  | \$68,711  | \$69,477  | \$70,688  | \$70,480  | \$71,600  |
| ISU  | \$59,483  | \$61,415  | \$62,376  | \$63,434  | \$64,319  | \$65,341  |
| UNI  | \$65,468  | \$65,901  | \$68,188  | \$66,101  | \$68,910  | \$66,247  |
| ISD  | \$58,626  | \$58,132  | \$60,354  | \$61,912  | \$64,526  | \$60,065  |
| IBSSS  | \$70,148  | \$59,768  | \$61,507  | \$62,122  | \$53,253  | \$57,792  |
| Service Employees International Union (SEIU) | \$65,512  | \$66,225  | \$67,146  | \$68,237  | \$69,029  | \$69,723  |
| Merit  | FY 2015   | FY 2016   | FY 2017   | FY 2018   | FY 2019   | FY 2020   |
| SUI  | \$41,072  | \$41,454  | \$42,035  | \$42,389  | \$41,690  |           |
| ISU  | 43,848    | 44,687    | 43,117    | \$42,805  | \$42,059  |           |
| UNI  | 45,047    | 45,670    | 46,539    | \$46,742  | \$47,463  |           |
| ISD  | 40,340    | 32,982    | 34,878    | \$31,825  | \$34,379  |           |
| IBSSS  | 41,507    | 41,780    | 44,143    | \$41,571  | \$42,162  |           |
| System-Wide                                  | 42,363    | 41,315    | 42,142    | \$41,066  | \$41,550  |           |

1. Excludes benefits.

2. Faculty and Professional and Scientific numbers are as of July 1, 2019; Merit numbers are as of June 30, 2018 and allow for all mid-year changes (step increases and other.) FY2020 Merit salaries will be included in the next report.

3. Faculty salaries are shown as annualized figures for 9-month equivalent positions.

4. Excludes salaries for: (1) professional colleges of Medicine, Dentistry, and Law at SUI; and (2) Veterinary Medicine and faculty associated with the Agricultural Experiment Station and the Cooperative Extension Service at ISU. Includes the top three Faculty ranks at SUI.

5. Includes all university and hospital non-SEIU employees. Does not include SEIU or three highest paid head coaches.

| Average Salary Increases                     |         |         |         |         |         |                             |
|--|---------|---------|---------|---------|---------|-----------------------------|
| Faculty                                      | FY 2016 | FY 2017 | FY 2018 | FY 2019 | FY 2020 | Five-Year<br>Period Average |
| University of Iowa                           | 1.9%    | 2.6%    | 2.6%    | 0.8%    | 2.5%    | 2.1%                        |
| Iowa State University                        | 1.3%    | 3.8%    | 0.0%    | 1.0%    | 3.1%    | 1.8%                        |
| University of Northern Iowa                  | 2.5%    | 2.5%    | 1.4%    | 1.3%    | 2.1%    | 2.0%                        |
| Iowa School for the Deaf                     | 1.6%    | 2.1%    | 2.3%    | 1.1%    | 3.7%    | 2.2%                        |
| Iowa Braille and Sight Saving School         | 3.3%    | 3.4%    | 2.7%    | 2.9%    | 3.0%    | 3.1%                        |
| Professional and Scientific                  | FY 2016 | FY 2017 | FY 2018 | FY 2019 |         | Five-Year<br>Period Average |
| University of Iowa                           | 2.4%    | 2.6%    | 1.8%    | 0.6%    | 1.6%    | 1.8%                        |
| Iowa State University                        | 1.2%    | 3.7%    | 0.0%    | 1.0%    | 3.4%    | 1.9%                        |
| University of Northern Iowa                  | 1.3%    | 2.5%    | 1.7%    | 1.5%    | 2.1%    | 1.8%                        |
| Iowa School for the Deaf                     | 1.6%    | 6.5%    | 1.8%    | 1.0%    | 4.3%    | 3.0%                        |
| Iowa Braille and Sight Saving School         | 1.0%    | 1.6%    | 1.0%    | 1.0%    | 3.0%    | 1.5%                        |
| Service Employees International Union (SEIU) | 2.7%    | 2.7%    | 2.9%    | 1.9%    |         | 2.6%                        |
| Merit  | FY 2016 | FY 2017 | FY 2018 | FY 2019 |         | Five-Year<br>Period Average |
| University of Iowa                           | 4.6%    | 5.0%    | 1.0%    | 1.0%    | 2.1%    | 2.7%                        |
| Iowa State University                        | 3.9%    | 4.6%    | 1.4%    | 1.0%    | 2.5%    | 2.7%                        |
| University of Northern Iowa                  | 3.5%    | 3.9%    | 1.0%    | 1.3%    | 2.1%    | 2.4%                        |
| Iowa School for the Deaf                     | 3.3%    | 3.2%    | 1.3%    | 1.1%    | 2.4%    | 2.3%                        |
| Iowa Braille and Sight Saving School         | 3.6%    | 5.1%    | 2.3%    | 1.0%    | 2.2%    | 2.8%                        |

## Employee Award Programs

In May 2005, the Board approved a pilot program to recognize exceptional performance by non-organized professional and scientific staff at the University of Iowa. The program was approved for a one-year period. The program allowed for awards for exceptional performance (up to 10% of salary) and SPOT awards (\$75 or less).

Rather than ask the Board to consider an extension of the pilot award program at the University of Iowa, Regent Policy Manual §2.1(2)(A)(v) was revised to authorize such programs at the other institutions. The revision allows each institution to develop its own procedures for recognizing exceptional performance in faculty, professional and scientific and merit staff.

The University of Iowa program to recognize exceptional performance has been in place for several years. Iowa State University implemented an Extra-Meritorious Performance Pay program in FY 2011. No Exceptional Performance Awards were issued at UNI, ISD, or IBSSS for FY 2019.

### **University of Iowa**

Flexible Pay is awarded for extra-meritorious performance demonstrated by project completion, sustained high-level performance, revenue generation, etc.

Two types of performance awards available to all regular professional and scientific (P&S) and SEIU employees are: (1) Exceptional Performance Awards and (2) SPOT Performance Awards.

To be eligible for an Exceptional Performance Award, an employee must be employed at the University of Iowa in a regular position for six months and have an exceeds expectations or outstanding performance evaluation (within the past 12 months) on file.

Flexible Pay may be awarded any time during the year in the form of a lump sum payment that is not added to the base salary. For Exceptional Performance, employees can receive up to 10% of their salary in Flexible Pay upon administrative approval. No more than 10% of the non-organized P&S employees are eligible to receive Exceptional Performance Awards. SPOT Awards of \$150.00 (net) or less allow departments to immediately recognize outstanding performance. Employees are eligible to receive up to four SPOT Awards per year. Departments are responsible for funding Flexible Pay Awards.

The University of Iowa Flexible Pay Program has provided colleges and departments with a mechanism for rewarding exceptional performance, outside of the annual salary increase cycle, that does not increase base salaries on a continuing basis. The University of Iowa is able to provide timely monetary lump sum payments to employees for completing major projects on time, recommending different and more efficient ways to perform certain activities, revenue generation, and providing excellent customer service. Five-year history of the awards program is shown on the following page.

| University of Iowa - Flexible Pay Program           |                    |                    |                    |                    |                    |
|---|--------------------|--------------------|--------------------|--------------------|--------------------|
|   | FY 2015            | FY 2016            | FY 2017            | FY 2018            | FY 2019*           |
| <b>Exceptional Performance Awards</b>               |                    |                    |                    |                    |                    |
| Eligible Employees                                  | 5,980              | 6,291              | 6,844              | 10,562             | 10,949             |
| Number of Awards Presented                          | 252                | 288                | 298                | 261                | 284                |
| Dollar Range of Awards                              | \$300 - \$21,186   | \$500 - \$18,900   | \$250 - \$21,500   | \$125 - \$19,281   | \$200 - \$22,130   |
| Average Dollars Awarded                             | \$4,668            | \$4,183            | \$3,862            | \$4,140            | \$4,994            |
| <b>Total Dollars Awarded</b>                        | <b>\$1,176,283</b> | <b>\$1,204,583</b> | <b>\$1,155,126</b> | <b>\$1,080,510</b> | <b>\$1,418,202</b> |
| <b>Spot Awards</b>                                  |                    |                    |                    |                    |                    |
| Eligible Employees                                  | 5,980              | 6,291              | 6,844              | 10,562             | 10,949             |
| Number of Awards Presented                          | 637                | 713                | 805                | 1,343              | 1,465              |
| Dollar Range of Awards                              | \$50 - \$75        | \$50 - \$75        | \$45 - \$75        | \$25 - \$75        | \$25 - \$150       |
| Average Dollars Awarded                             | \$75               | \$75               | \$75               | \$74               | \$126              |
| <b>Total Dollars Awarded</b>                        | <b>\$77,483</b>    | <b>\$86,308</b>    | <b>\$97,725</b>    | <b>\$160,381</b>   | <b>\$286,294</b>   |
| <b>Percentage of Exceptional Performance Awards</b> |                    |                    |                    |                    |                    |
| Females   | 74.2%              | 60.4%              | 64.4%              | 64.8%              | 67.3%              |
| Minorities  | 5.6%               | 5.9%               | 7.4%               | 4.6%               | 7.4%               |
| <b>Percentage of Spot Awards</b>                    |                    |                    |                    |                    |                    |
| Females   | 63.1%              | 64.1%              | 65.0%              | 73.4%              | 71.3%              |
| Minorities  | 4.7%               | 6.2%               | 5.8%               | 7.6%               | 9.4%               |
| <b>Awards Program Five-Year History</b>             |                    |                    |                    |                    |                    |
| Exceptional Performance Awards                      | 252                | 288                | 298                | 261                | 284                |
| Spot Awards   | 637                | 713                | 805                | 1,343              | 1,465              |

\* Of eligible P&S and SEIU staff members, females make up approximately 71.8% and minorities make up approximately 9.2%.

**Iowa State University**

Iowa State University maintains an Extra-Meritorious Performance Pay Program for Professional and Scientific (P&S) employees. This program awards one-time payments for employees who perform beyond the scope of their duties.

Awards can be granted any time during the fiscal year and are provided in the form of a lump sum payment. Eligible P&S employees can receive only one award per fiscal year. The maximum award is 10% of their base salary. The award does not become part of their base salary.

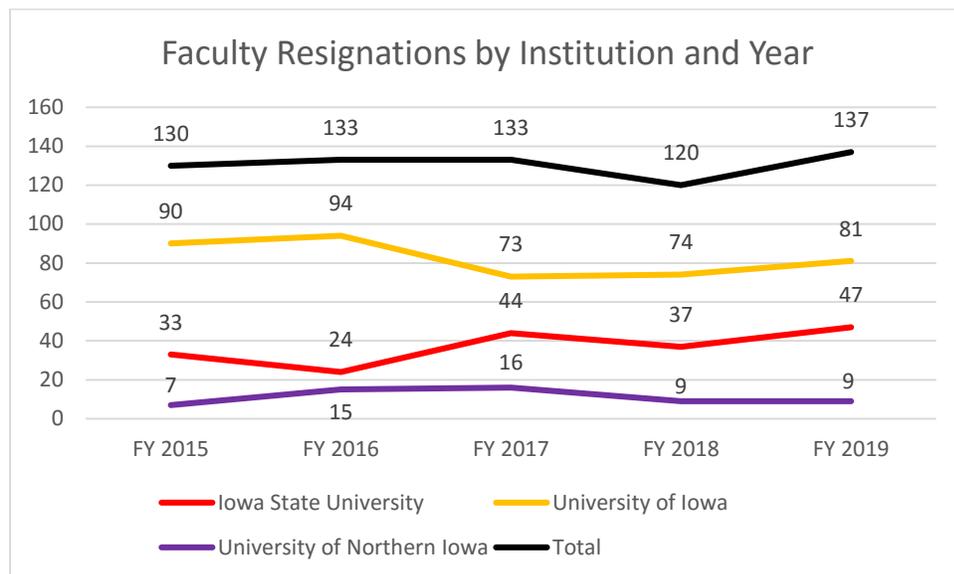
To be eligible for an Extra-Meritorious Performance Pay Award, an employee must have at least one year of experience at Iowa State University at the time of the award and be a current employee in a term or continuous position. Five-year history of the awards program is shown below.

| Iowa State University - Extra Meritorious Performance Pay Program |                  |                  |                  |                  |                  |
|---|------------------|------------------|------------------|------------------|------------------|
|   | FY 2015          | FY 2016          | FY 2017          | FY 2018          | FY 2019*         |
| <b>Exceptional Performance Awards</b>                             |                  |                  |                  |                  |                  |
| Eligible Employees  | 2,803            | 3,005            | 3,077            | 3,103            | 3,409            |
| Number of Awards Presented  | 76               | 72               | 49               | 81               | 112              |
| Dollar Range of Awards  | \$500 - \$10,000 | \$667 - \$10,000 | \$675-\$10,000   | \$250-\$10,000   | \$750-\$12,000   |
| Average Dollars Awarded   | \$2,583          | \$2,821          | \$2,763          | \$3,218          | \$3,028          |
| <b>Total Dollars Awarded</b>                                      | <b>\$196,304</b> | <b>\$203,165</b> | <b>\$135,395</b> | <b>\$236,550</b> | <b>\$339,186</b> |
| <b>Percentage of Exceptional Performance Awards</b>               |                  |                  |                  |                  |                  |
| Females   | 37.0%            | 59.7%            | 73.0%            | 60.5%            | 58.0%            |
| Minorities  | 8.0%             | 8.3%             | 8.0%             | 6.2%             | 5.0%             |
| <b>Awards Program Five-Year History</b>                           |                  |                  |                  |                  |                  |
| Exceptional Performance Awards                                    | 76               | 72               | 49               | 81               | 112              |

\* Of eligible non-bargaining P&S staff members, females make up approximately 57.9% and minorities make up approximately 13%.

## Faculty Resignations

The number of faculty resignations at the Regent universities was up in FY2019, though still within a consistent range over the past five years. At Iowa State University, there were 47 resignations. The University of Iowa had 81 resignations. The University of Northern Iowa had 9 resignations.



In the past four years, the percent of resignations by female faculty ranged from a high of 50% to a low of 37% in FY2019. Approximately 43% of total faculty are female. Over the past five years, the percent of resignations by minority faculty has ranged from a low of 11% in FY2017, to a high of 37% in FY2019. Approximately 23% of total Regent faculty are of a minority race/ethnicity.

| Faculty Resignations by Sex and Minority Status |      |        |            |          |              |
|---|------|--------|------------|----------|--------------|
|   | MALE | FEMALE | TOTAL      | MINORITY | NON-MINORITY |
| FY 2015   | 76   | 54     | <b>130</b> | 41       | 89           |
| FY 2016   | 66   | 67     | <b>133</b> | 27       | 85           |
| FY 2017   | 69   | 64     | <b>133</b> | 34       | 99           |
| FY 2018   | 69   | 51     | <b>120</b> | 40       | 80           |
| <b>FY 2019</b>                                  | 86   | 51     | <b>137</b> | 51       | 86           |

Faculty resignations by appointment type have been fairly consistent for the past five years.

| Faculty Resignations by Appointment Type |         |              |                |       |            |
|--|---------|--------------|----------------|-------|------------|
|  | TENURED | TENURE-TRACK | CLINICAL TRACK | OTHER | TOTAL      |
| FY 2015                                  | 49      | 39           | 39             | 3     | <b>130</b> |
| FY 2016                                  | 47      | 35           | 49             | 2     | <b>133</b> |
| FY 2017                                  | 45      | 42           | 42             | 4     | <b>133</b> |
| FY 2018                                  | 42      | 35           | 42             | 1     | <b>120</b> |
| <b>FY 2019</b>                           | 45      | 43           | 45             | 4     | <b>137</b> |

The Iowa Braille and Sight Saving School had one faculty resignation in FY2019. The Iowa School for the Deaf had none.