

Des Moines Valley Health and Human Services (DVHHS) 2025 Benefits Information



DVHHS is committed to providing employees with a competitive benefit package. These benefits and services represent DVHHS' commitment to helping our employees achieve financial security and an improved quality of life during their working years as well as during their retirement. *Note: This is a summary of benefits and is not an offer or contract of employment.*

All benefits listed are based on full-time (40 hours per week).

These benefits begin the first day of employment:

- Bi-weekly pay periods
- 12 Paid Holidays (8 hours per holiday)
- 16 Paid personal hours for employment starting between January 1 and June 30, and 8 hours of paid personal leave for those starting between July 1 and December 31
- Sick Leave accumulates at 8 hours per month
- Vacation leave accumulates at 8 hours per month, with increases occurring based on years of service.
- Public Employee Retirement Association (PERA) pension plan is automatic for employees (Employee contributes 6.5% and employer contributes 7.5%)

These benefits begin the first day of the month after employment starts:

- Employee Group Life Insurance – Coverage = \$20,000 **No cost to the employee**
- Health Insurance is **co-paid** by the Employee and DVHHS on a pre-tax basis. Employees can choose from Single and Family plan options. Plan options are outlined below. Amounts shown are monthly amounts. The agency also contributed to a VEBA and/or HSA in the employee's name that can be used for eligible medical, dental and vision expenses.

| \$3300 Single/\$6600 Family VEBA/HSA | | | | |
|---|----------------------|-----------------------|-------------------------|-------------------------------------|
| | <i>Total Premium</i> | <i>Agency Portion</i> | <i>Employee Portion</i> | <i>Agency VEBA/HSA Contribution</i> |
| Single | \$866.00 | \$709.66 | \$176.34 | \$152.00 |
| Family | \$2,645.00 | \$1,734.04 | \$910.96 | \$272.00 |

| \$4300 Single/\$8600 Family VEBA/HSA | | | | |
|---|----------------------|-----------------------|-------------------------|-------------------------------------|
| | <i>Total Premium</i> | <i>Agency Portion</i> | <i>Employee Portion</i> | <i>Agency VEBA/HSA Contribution</i> |
| Single | \$837.00 | \$671.76 | \$165.24 | \$191.00 |
| Family | \$2,498.00 | \$1,729.50 | \$768.50 | \$272.00 |

| \$6300 Single/\$12,600 Family VEBA/HSA | | | | |
|---|----------------------|-----------------------|-------------------------|-------------------------------------|
| | <i>Total Premium</i> | <i>Agency Portion</i> | <i>Employee Portion</i> | <i>Agency VEBA/HSA Contribution</i> |
| Single | \$759.00 | \$596.76 | \$162.24 | \$273.00 |
| Family | \$2,267.00 | \$1,776.26 | \$490.74 | \$272.00 |

Employee Paid Optional Benefits:

- **Pre-Tax**
 - Dental Insurance
 - Vision
 - Flexible Spending Account–Medical
 - Flexible Spending Account–Dependent Care
- **Post-Tax**
 - Critical Illness insurance
 - Accident Insurance
 - Hospital Insurance
 - Short Term Disability
 - Long term Disability
 - Voluntary Life for Employee, Spouse, and Dependents
- Student Loan Forgiveness: <https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service>
- Deferred Compensation (457) plans are available from VOYA.