

Benefits Overview

Sieda Community Action labors to offer competitive pay and a comprehensive benefits package to our staff. Employees are paid every two weeks (26 pay periods per year) through direct deposit. All new Sieda staff complete a six-month introductory period, but most benefits begin on the first day of employment.

Insurance Coverage

Sieda shares the cost of health, life, dental, and vision insurance for employees. These benefits are effective on the first day of the month following completion of a 30-day waiting period required by the insurance companies with which we partner.

Leave

Holidays

Thirteen paid holidays each year (holidays are not paid during layoff or furlough)

- New Year's Day
- Martin Luther King Day
- Presidents' Day
- Memorial Day
- Juneteenth
- Fourth of July
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve Day
- Christmas Day
- New Year's Eve Day

Vacation

Vacation accrual increases with time in service and can be used after accrued

- 1-5 Years: .054 hours per hour worked (14 days for full-time staff)
- 6-15 Years: .079 hours per hour worked (20.5 days for full-time staff)
- 16+ Years: .104 hours per hour worked (27 days for full-time staff)
- Staff may carry a vacation balance of 200 hours at any given time

Sick leave

Five one-hundredths (.05) hours per hour worked (13 days for full-time staff). Staff may carry a sick leave balance of 720 hours at any given time

Retirement

Iowa Public Employees Retirement System (IPERS) is a defined benefit retirement plan. Contributions are withheld from pay at the rate of 6.29% for the employee share and Sieda matches withholding at the rate of 9.44% of wages

Other Employee Benefits

- Training Registrations, Lodging, and Meals
- Work-related Travel
- Employee Assistance Program (EAP)
- Educational partnership with Buena Vista University (tuition discounts for staff and family members).