



PERSONNEL BENEFITS SUMMARY 2023

INSURANCE

MEDICAL INSURANCE

Kaiser Permanente

KP CO Platinum 0/15 RX Copay

- Effective: after 30 days of employment
- Out-of-pocket limit: \$3,000 individual/\$6,000 family
- Preventive care: No charge
- Primary care visit: Preferred Provider \$15/
Affiliated Provider \$35/visit
- Specialist visit: \$40 /visit

LIFE INSURANCE

Lincoln Financial Group

The company pays the premium for life insurance equal to two times the base annual earnings. Your spouse has coverage of \$10,000 and dependent children, over the age of 14 days, coverage of \$5,000.

DENTAL INSURANCE

Delta Dental

- Effective: after 30 days of employment
- Preventive Services: 100% of PPO Allowable Fees
- Basic Services: 80% of PPO Allowable Fees Covered
- Major Services: 50% of PPO Allowable Fees Covered

VISION INSURANCE

Vision Service Plan (VSP)

- Effective: after 30 days of employment
- Prescription Glasses OR Contact Lens every 12 months
 - Frames allowance: \$120
 - Contact lens allowance: \$120
- WellVision Exam every 12 months, \$10 copay

SHORT/LONG TERM DISABILITY

SHORT TERM DISABILITY

Lincoln Financial Group

STD coverage is provided at no cost in the event the employee is disabled and unable to perform job duties. The maximum STD will be paid is 180 calendar days minus the length of the Benefit Waiting Period. STD benefit is 60% of the pre-disability earnings and other benefits will continue during your STD. The ability to supplement STD benefit with available earned PTO, is an option.

LONG TERM DISABILITY

Lincoln Financial Group

LTD coverage picks up where STD coverage stops. After 180 calendar days of disability, LTD will pay 60% of your pre-disability earnings, up to 2 years, if you become disabled.

LIFESTYLE MANAGEMENT

First Responder Trauma Counselors (FRTC)

The following services are available to employees and their spouse covered under LETA. Most services are available at no cost, while some are available at a discounted price.

- Effective: Immediately
- Access to over 20 clinicians, at no cost.
- 24/7 Regional Peer Support Access
 - Over 150 first responders that are certified and available to provide peer support, at no cost.
- Acupuncture, at no cost.
 - Only available on certain days from the provider.
- Nutritionist, at a discounted cost.
- Discounted Services at local wellness center.
- And much more!

Employee Assistance Program (EAP)

LETA offers a free, confidential EAP, which provides up to five sessions a year for each family member. EAP Counselors offer the opportunity to discuss confidentially about anything the employee or family is facing.

TUITION REIMBURSEMENT

LETA will reimburse up to 75% of the cost for tuition and fees up to a maximum of \$3,000 per calendar year for approved courses at an accredited academic institution.

RETIREMENT

Nationwide

401(a) Contribution Plan

After six months of full time employment, employees are required to contribute 3% of your salary and LETA will match the contribution.

After five years, employees are 100% vested in the company's contributions.

457 Deferred Compensation Plan

Contributions to this plan allow employees to take advantage of a pre-tax investment. LETA will match the 457 contributions based on years of service as follows:

- 6 months to 4 years: up to 1%
- 5 years to 10 years: up to 4%
- 10 years+: up to 7%



TIME OFF

PAID TIME OFF (PTO)

PTO benefit plan is an accrued bank of hours. Absence from scheduled work time requires PTO use. Such time may include scheduled vacation, observed holidays, personal or family needs, and sick days. PTO hours begin accruing from date of hire.

Employees are eligible to request a PTO cash out of earned unused hours once per month, payable upon the next payroll cycle.

PTO accrues each pay period on eligible time worked, based on years of service according to the following schedule:

- 0-3 years: .093 hrs per hrs worked/ 24 days a year/ max of 240 hrs
- 3-7 years: .111 hrs per hrs worked/ 29 days a year/ max of 300 hrs
- 7-10 years: .131 hrs per hrs worked/ 34 days a year/ max of 360 hrs
- 10+ years: .153 hrs per hrs worked/ 40 days a year / max of 432 hrs

JURY DUTY

LETA recognizes jury duty as a civic responsibility of everyone. When summoned for jury duty, you are granted leave to perform your duty as a juror. Employees receive regular for for the first three days of jury duty. Beginning the fourth day and thereafter, as a juror you are paid \$50 per day by the State of Colorado. For jury duty more than three days you receive the difference between jury duty pay and your regular pay up to a maximum of ten (10) work days. Jury duty beyond this time is without pay from LETA.

LEAVES OF ABSENCE

Full time employees are eligible for up to 24 hours paid leave to attend the funeral of an immediate family member.

In case of a death of a near relative, full time employees are granted up to 8 hours to attend a funeral. If more time is needed than the allotted hours, employees may use PTO hours.

HOLIDAYS

LETA observes the following holidays each year, these are preapproved PTO days:

- New Year's Day
- Memorial Day
- Easter
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Eve
- Christmas Day
- Employee Birthday

FAMILY MEDICAL LEAVE ACT

For eligible employees, LETA grants leaves of absence per FMLA requirements for the following reasons:

- Serious health conditions or pregnancy disability
- Attendance at birth of child
- Care of newborn, if completed within twelve months following birth of child
- Placement of child with employee for adoption or foster care
- Serious health condition of child, spouse, or parent