

LONG-TERM SEASONAL EMPLOYEES

ELIGIBILITY

Positions are designated by the hiring department and are regularly scheduled to work 30 or more hours per workweek for 26 weeks or more in any 12-month period.

MEDICAL INSURANCE

UMR (A UNITED HEALTHCARE COMPANY)

PPO Tier 1/Tier 2: SelectColorado/Select Networks

- Effective: First day of the month following hire date
- Deductible (Tier 1): \$350 Individual / \$700 Family
- Out of Pocket Max (Tier 1): \$5,000 Individual / \$10,000 Family
- Copay (Tier 1): \$0 Primary Care / \$40 Specialty
- Coinsurance (Tier 1): 80% Insurance / 20% You

High Deductible Health Plan (HDHP) with Health Savings Account (HSA)

- Employer contribution HSA
- Effective: First day of the month following hire date
- Deductible (In Network): \$3,000 Individual / \$6,000 Family
- Out of Pocket Max: \$4,000 Individual / \$8,000 Family (In-Network)
- Coinsurance: 90% Insurance / 10% You (In-Network)

HEALTH CLINIC CITYCARE

CityCare, managed by Marathon Health, is our onsite healthcare clinic providing services to employees and family members covered under the City's health plan. Staffed with a Physician Assistant and health coach, they treat a variety of common illnesses and injuries. A full range of prevention, health coaching, and assessments are provided in addition to sick care. There is no cost to use CityCare under the PPO Plan. For the HDHP, prevention is free, non-prevention \$45.

LIFESTYLE MANAGEMENT

As part of the City's commitment to offering benefit coverage, which helps prevent injuries and illness, the following preventative services are available to employees and family members covered under the City's health plan;

Preventative Services Covered:

- Registered Dietitians
- Therapeutic Massage Therapy
- Acupuncture
- Biofeedback

These services are only a \$20 copay, with a \$500 maximum allowable benefit per service, per member, per year.

Under HDHP:

- No copay
- Pay total amount which applies towards deductible and out-of-pocket

OTHER BENEFITS

- Award-Winning Wellness Program
- Employee Assistance Programs
- Back-up Child and Adult Care and Referral Services

PERSONAL LEAVE

Employees who have worked at least 520 regular hours in an hourly position are eligible to accrue personal leave.

Eligible employees accrue personal leave time at the rate of .019 hours for each regular hour worked (up to 40 hours per week), up to a maximum of 40 hours of personal leave.

Once the cap of 40 hours is reached, employees will cease accruing additional personal leave time. If the employees later use enough personal leave time to fall below the 40-hour cap, they will start accruing personal leave time again from that date forward until they reach the cap of 40 hours.

HOLIDAYS

Employees in hourly positions are eligible to receive paid holiday time for any designated holiday which falls during a biweekly pay period in which the employee worked or received paid leave for 30 or more hours.

The amount of time paid for a designated holiday shall be determined according to the following chart:

Holiday Pay when there is 1 Holiday in the Pay Period

Regular Hours worked and Personal Leave Used

| <u>Per Pay Period</u> | <u>Holiday Pay</u> |
|-----------------------|--------------------|
| 30 to <36 hours | 3 hours |
| 36 to <45 hours | 4 hours |
| 45 to <54 hours | 5 hours |
| 54 to <63 hours | 6 hours |
| 63 to <72 hours | 7 hours |
| 72 hours + | 8 hours |

Holiday Pay when there are 2 Holidays in the Pay Period

Regular Hours worked and Personal Leave Used

| <u>Per Pay Period</u> | <u>Holiday Pay</u> |
|-----------------------|--------------------|
| 30 to <32 hours | 3 hours |
| 32 to <40 hours | 4 hours |
| 40 to <48 hours | 5 hours |
| 48 to <56 hours | 6 hours |
| 56 to <64 hours | 7 hours |
| 64 hours + | 8 hours |

Designated Holidays

- New Year's Day
- Martin Luther King Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans' Day
- Thanksgiving Day
- Day after Thanksgiving Day
- Christmas Day

SICK LEAVE

Hourly employees shall receive 1 hour for every 30 hours worked up to a maximum of 48 hours of sick leave in the Leave Benefit Year.

Employees may roll over up to 48 hours of unused sick leave from year to year.