



Employee Benefits Summary

benefits OVERVIEW

The Town of Pagosa Springs is proud to offer a comprehensive benefits package to eligible, full-time employees. The complete benefit package is briefly summarized below. Plan booklets, which give you more detailed information about each of these programs, can be obtained by contacting Human Resources.

You share the costs of some benefits and the Town provides other benefits at no cost to you. In addition, there are voluntary benefits that you can purchase with reasonable group rates through Town payroll deductions.

when am I ELIGIBLE for benefits?

You and your dependents are eligible for Town group health benefits the first of the month after your date of hire. Eligible dependents are your spouse or domestic partner and children up to age 26. Elections made now will remain in effect until the next open enrollment period unless you or your family members experience a qualifying event. If you experience a qualifying event or have questions regarding what events are qualified, you must contact HR within 30 days of the event to complete the necessary paperwork.

what BENEFITS are available to me?

- Medical
- Dental
- Vision
- Life Insurance/AD&D
- Voluntary Life Insurance/AD&D
- AFLAC Supplemental Insurance
- Guardian Supplemental Insurance
- Short Term Disability
- 401a Retirement
- 457b Deferred Comp
- PTO
- Holiday
- MASA
- Employee Assistance Program
- Wellness Program

MEDICAL coverage

Administered by Cigna

Comprehensive and preventive healthcare coverage plays an important part in protecting you and your family from the financial risks of unexpected illness and injury. A little prevention usually goes a long way -- especially in healthcare. Routine exams and regular preventive care provide an inexpensive review of your health. Small problems can potentially develop into large expenses. By identifying health problems early, you can reduce your risk of more serious illness and reduce out-of-pocket healthcare expenses.

| Monthly Employee Premiums | Open Access – PPO | Open Access – HSA |
|---------------------------|-------------------|-------------------|
| Employee | \$60.00 | \$0.00 |
| Employee + Spouse | \$462.47 | \$231.24 |
| Employee + Child(ren) | \$383.84 | \$191.92 |
| Family | \$659.04 | \$329.52 |

DENTAL coverage

Administered by Delta Dental

| Employee Premiums | Monthly Rates |
|----------------------|---------------|
| Employee | \$0.00 |
| Employee + Spouse | \$17.32 |
| Employee + Child (1) | \$17.32 |
| Family | \$45.14 |

VISION coverage

Administered by Vision Service Plan (VSP)

| Employee Premiums | Monthly Rates |
|-----------------------|---------------|
| Employee | \$0.00 |
| Employee + Spouse | \$3.15 |
| Employee + Child(ren) | \$3.32 |
| Family | \$8.56 |

LIFE and AD&D INSURANCE

Administered by Lincoln Financial Group

The Town provides Group Term Life insurance and Accidental Death & Dismemberment (AD&D) in the amount of \$20,000 for benefit eligible employees through Lincoln Financial Group at no cost to the employee.

VOLUNTARY LIFE and AD&D INSURANCE

Administered by Lincoln Financial Group

The Town offers voluntary term life rates from Lincoln Financial Group to provide employees the opportunity to purchase the life insurance benefits they want at a price they can afford. Premiums are paid for by the employee through payroll deductions. Coverage would be available in \$10,000 increments up to 5 times the employee's annual salary. There are options to cover the employee's spouse up to 50% of the employee's benefit amount and dependent children from \$2,500 to \$10,000. Guaranteed insured amount of \$50,000 for employee and \$10,000 for spouse. If additional insurance purchased exceeds \$50,000 the employee will need to fill out an Evidence of Insurability Form.

RETIREMENT plan options

Administered by CRA

Saving isn't always easy, but with the Town of Pagosa Springs' Mandatory Retirement Plan 401(a) for full time employees and the 457 Deferred Compensation Plan, you have a convenient way to start saving for one of the most important goals of your life. With the 401a Plan, the Town requires employees to contribute 5% of their gross wages to the 401(a) Plan which is matched by the Town subject to a five-year vesting schedule. The 457 Deferred Compensation Plan offers you the choice of selecting an amount to put into a tax-deferred annuity each pay period. You may choose pre-tax or post-tax options. In addition, the Town offers a discretionary 2% match to non-law enforcement employees if they contribute a minimum of 2% to the 457 Deferred Compensation Plan.

PENSION plan options (Police Only)

Administered by FPPA

Sworn officers with the Police Department do not contribute to Social Security but participate in a pension plan administered by FPPA. Currently the Town contributes 9% of gross wages to the pension plan and is scheduled to increase employer contributions annually by 0.5% until contributions are at 13%. Officers currently contribute 11%.

PTO and HOLIDAYS

The Town offers generous PTO benefits and ten (10) holidays to full-time exempt and non-exempt employees. See the Personnel Handbook for more details.

SHORT TERM DISABILITY

Administered by Lincoln Life

The Town's Short Term Disability Plan is offered through Lincoln Life Insurance. Full-time employees are eligible for short term disability after six months of continuous employment.

EMERGENT GROUND & AIR TRANSPORTATION COVERAGE

Administered by MASA

Supplemental coverage for ground and air ambulance transportation costs through MASA.