

Employee Benefits Summary

Immediate Benefits

➤ Holidays

- Full-time employees who are schedule to work 30 or more hours per week will receive up to 8 hours of holiday at their primary position only.
- Part-time employees who are schedule to work 20 to 29 hours per week may receive ½ day pay
- Twelve Paid Holidays Each Year
 - New year's Day (January 1)
 - Martin Luther King, Jr. Day (Third Monday in January)
 - Presidents Day (Third Monday in February)
 - Good Friday (½ day Friday before Easter)
 - Memorial Day (Last Monday in May)
 - Independence Day (July 4)
 - Labor Day (First Monday in September)
 - Veterans Day (November 11)
 - Thanksgiving (Forth Thursday in November)
 - Day After Thanksgiving
 - Christmas Eve (½ Day December 24)
 - Christmas (December 25)

➤ Workers' Compensation Plan

- Pays for Reasonable and Necessary Medical Benefits Incurred as a Direct Result of a Compensable Bodily Injury
- Pays up to 66 2/3% of Weekly Wages Not to Exceed \$500 per Week for 39 Calendar Weeks for Temporary Total Disability or Partial Disability

After 90-days of Full Time Employment

➤ Health Benefits

- Single or Family Coverage
- Maximum Lifetime Policy Limits \$1,000,000
- PPO Network Coverage – No Deductible – or \$500 Deductible Employee choice
- Out of Network Coverage – 70% to out of pocket limit maximum of \$1500 Individual \$3000 Family
- Prescription Drug Benefit – Co-Pay Generic \$10, Brand Name \$20
- Coverage includes Vision Exam, Clinic, Hospital, Wellness, Ambulance, Home Health, Hospice, Emergency Room, and Limited Mental Illness, Chemical Dependency and Care of Vertebra, Spine, Back and Neck

➤ Dental Benefits

- Single or Family Coverage
- Maximum Annual Coverage \$1000
- Annual Individual Deductible \$25, Family Deductible \$75
- No Deductible for Preventive Dental Care Including X-Ray, Examination, and Cleaning up to Twice a Year

Employee Benefits Summary

After completing 6 months of Employment

➤ Annual Leave Accrual

- A waiting period of six months must be completed. After that time, employees can request use of earned leave time including that accrued during the waiting period.
- Time Earned May Be Used For Vacation or Illness
- Hours Earned on a Bi-weekly Basis Vary Based on Years of Service
- Annual Buy Out of Earned Hours Not Used in Excess of 50 Hours

LEAVE EARNING SCHEDULE

YEARS OF ELIGIBLE SERVICE	LEAVE HOURS BIWEEKLY	MAXIMUM ACCUMULATED HOURS
<u>Full-Time Regular Employees</u>		
First Year	3	78
Second Through Fourth Year	5	130
Fifth Through Eighth Year	6	156
Ninth Year and Beyond	8	208
<u>Part-Time Regular Employees</u> (20 to 31 hours per week)	1.5	39

After completing 6 months of Full Time Employment

➤ Group Term Life and Accidental Death and Dismemberment - Noncontributory

- Group Term Life Pays \$15,000 to Beneficiary on Death of Covered Person
- Accidental Death Pays \$15,000 to Beneficiary on Death from Accidental Injury

➤ Group Term Life - Accidental Death and Dismemberment - Term Life for Dependents - Contributory (Employee Pays)

- Term Life in any Multiple of \$25,000 up to \$300,000
- Accidental Death in an amount equal to Term Life Purchased
- Dependent Term Life in any Multiple of \$5,000 up to \$150,000

➤ Group Short Term Disability Insurance (Employee Pays)

- Weekly benefit in \$100 units, starting at a minimum of \$100, up to 60% of your weekly earnings rounded to the nearest \$100, but not to exceed a weekly maximum benefit of \$1,000.
- Benefits begin to accrue after 7 or 14 days of disability due to a covered injury or illness; benefits period is up to 7 weeks.

After completing 1 year of Employment

➤ Retirement Saving Program

- After Completing 12 months and 1000 hours of service and attain the age of 21 years old, the RTC will Match an Employees Contribution to the 401(k) Plan up to 2%
- Employees may Contribute up to 100% of Gross Earnings
- Employee contributions are always 100% vested.