

# CASTLE PINES

METROPOLITAN DISTRICT

## EMPLOYEE BENEFIT SUMMARY

### Medical, Health, Dental and Vision - Medical Plan Options:

#### United Health Plan PPO4

Employer pays 100% of premium for employee  
Employer pays 55% of premium for dependents

#### Rocky Mountain Health Plan EPO3

Employer pays 100% of premium for employee  
Employer pays 55% of premium for dependents

#### Kaiser HMO 45

Employer pays 100% of premium for employee  
Employer pays 60% of premium for dependents

#### Dental & Vision:

Employer pays the same percentage contributions towards the full premium for Dental & Vision as Medical

The above-noted employee benefits programs are offered through the Colorado Employer Benefit Trust (CEBT), a nonprofit, multiple-employer Trust with approximately 350 participating public institutions including cities, counties, school districts, and special districts. Within each of these plans, a Section 125 Premium Only Plan (POP) Option is available for pretax payment of dependent medical premiums.

Note: Coverage for all medical, health, dental and vision plan options begin on the first day of the month following the date of hire.

Voluntary Life Insurance (The Standard)

### Life Insurance

- Employer pays premium – Benefit is the lesser amount of 1 times your Basic Yearly Earnings or \$450,000.

### Pension and Retirement Savings Plans:

(Effective January 1, 2019, new hires have a choice between the two plans listed below)

**Defined Benefit Plan** (Pension) provided through the Colorado Public Employers Retirement Association (PERA)

**Defined Contribution Plan** (Similar to a 401k) provided through the Colorado Public Employers Retirement Association (PERA)

- Employee pays 9.0% of gross pay, in lieu of Social Security taxes
- Employer contributes 14.75% of employee's gross pay

PERA also offers the following:

- Voluntary Life Insurance (UNUM)
- Voluntary 401k (pre-tax)
- Voluntary 457 (pre-tax)
- Employee Assistance Program

### Other Employee Benefits:

- Short Term and Long Term Disability, employer pays 100% of the premium
- Flexible Spending Account (FSA) Plan Option
- Paid Holidays: 8 Paid Holidays, plus 1 paid optional holiday per year
- Paid Time Off (PTO):
  - Beginning from date of hire through 4 full years of employment - Employee earns 6.68 hours per pay period
  - Start of year 5 through 10 full years of employment - Employee earns 8.34 hours per pay period
  - Start of year 11 and beyond - Employee earns 10 hours per pay period

Benefits and eligibility are governed by the terms of the actual benefit plans and insurance policies. In the event of any conflict between the following summaries and the terms of the benefit plans and insurance policies themselves, the benefit plans and insurance policies control. The terms of the benefit plans and insurance policies are subject to change from time to time, so these summaries should not be construed as a guarantee of benefits.