

LONG-TERM SEASONAL

SUMMARY OF BENEFITS PLANS

Eligibility

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

Medical Insurance

UMR PPO Premier Plan

- Effective: First day of the month following hire date
- Deductible: \$400 Individual / \$800 Family
- Out of Pocket Max: \$5,000 Individual / \$10,000 Family (In-Network)
- Copay: \$20 Primary Care / \$30 Specialty
- Coinsurance: 80% Insurance / 20% You (In-Network)

UMR High Deducible Health Plan (HDHP) with Health Savings Account (HSA)

- Employer contribution HSA
- Effective: First day of the month following hire date
- Deductible: \$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)

CityCare (Health Clinic)

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. In addition to sick care, a full range of prevention, health coaching and assessments are provided. There is no cost to use CityCare under the PPO Plan. For the HDHP, prevention is free, non-prevention \$45.

Life Style Management

As part of the City's commitment to offer 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
- Able to use your HSA

Other Benefits

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

SUMMARY OF LEAVE BENEFITS

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 actually 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 Years Day
- Martin Luther King Day
- President’s Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans’ Day
- Thanksgiving Day
- Christmas Day