

MEDICAL INSURANCE

United Healthcare

Choice Plus Network

- In and out-of-network coverage
- No referral needed to see a specialist. Some prior authorizations required for hospital stays and imaging.

PPO Plan A or PPO Plan B Option

- Coverage begins first day of employment

Healthiest You 24/7 Virtual Medicine

- No cost to employee

▶ **100% DISTRICT PAID COVERAGE for all employees and their spouse and dependents.**

DENTAL INSURANCE

MetLife

PDP Dental Plan

- Use any dentist. Greatest savings are with dentists participating in MetLife PDP network.
- Orthodontia is covered for dependent children up to age 19.

▶ **100% DISTRICT PAID COVERAGE for all employees and their spouse and dependents.**

VISION INSURANCE

MetLife

- Plan covers an eye exam and your choice of lenses or contacts every 12 months or frames every 24 months.

▶ **100% DISTRICT PAID COVERAGE for all employees and their spouse and dependents.**

GROUP TERM LIFE INSURANCE

VFIS

- 24-hour on and off-duty coverage, 24-hour accidental death coverage.

▶ **100% DISTRICT PAID COVERAGE for employee.**

ACCIDENT AND SICKNESS INSURANCE

VFIS

- On-duty coverage

▶ **100% DISTRICT PAID COVERAGE for employee.**

DEATH AND DISABILITY PLAN

Fire & Police Pension Association of Colorado (FPPA)

- Provides coverage for **line-staff employees ONLY** for on and off-duty incidents and provides coverage for long-term disability conditions and survivor benefits.

▶ **100% DISTRICT PAID COVERAGE for employee.**

SUPPLEMENTAL INSURANCE

Family Heritage

- Several Policy Options

▶ **DISTRICT PAYS FOR UP TO \$150/MONTH IN COVERAGE for employee. Employee has the option to self-pay for additional coverage over \$150/month.**

AirMedCare NETWORK (AMCN)

- Emergency medical transport for employee and their immediate family residing under one (residential) roof.

▶ **100% DISTRICT PAID COVERAGE for employee and family.**

PEER SUPPORT PROGRAM and FIRST RESPONDER TRAUMA COUNSELORS

- Peer Support Team of District employees available
- Critical Incident Processing
- Other services in support of wellness of first responders

▶ **Available for all employees.**

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Optum

- Available 24/7 with Optum Assist app
- Can help with small questions, big problems, and everything in between
- Four (4) no-cost counseling sessions per issue, per year
- Access to videos and articles about anxiety, caregiving, parenting, relationships, depression and more.

▶ **Available for all employees.**

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Colorado Firefighter Benefits Trust

- Provides reimbursement to employee after filing a claim for mental health support services.

▶ **Available for all employees.**

COLORADO FIREFIGHTER HEART PROGRAM COVERAGE

COLORADO FIREFIGHTER CANCER COVERAGE

CFHC Trust

- Provides applicable award benefit for fire employees diagnosed with a covered heart or circulatory malfunction.
- Provides applicable award benefit for cost for rehabilitative, vocational and education training related to cancer diagnosis. Provides accelerated payment toward award due for terminal diagnosis.

▶ **Available for all employees.**

STATEWIDE RETIREMENT PLAN: DEFINED BENEFIT COMPONENT

Fire & Police Pension Association of Colorado (FPPA)

- Employees contribute 12% of base pay each paycheck. District contributes 9.5% of employee base pay each paycheck. (Employees are paid semi-monthly.)

▶ **Available to full-time on-line and administrative employees.**

457(B) DEFERRED COMPENSATION PLAN

Fire & Police Pension Association of Colorado (FPPA)

- Employees may contribute up to \$20,500 (per the IRS) to the plan annually (includes both employee and employer contributions).
- Each payroll period, the District will match up to \$100 of an employee’s contribution for a maximum of \$200 per month or \$2,400 annually.

▶ **Available to full-time on-line and administrative employees.**

HOLIDAYS

- New Year’s Day
- Independence Day
- Thanksgiving Day
- New Year’s Eve
- President’s Day
- Labor Day
- Christmas Eve
- Memorial Day
- Veterans Day
- Christmas Day

VACATION

*Vacation Benefits are accrued biannually. Employees will receive half of their annual accrual on January 1st each year and the remaining half on July 1st of each year. New employees receive prorated benefits on their first day of employment, with their next accrual of half of their annual benefit occurring on January 1st or July 1st, whichever arrives first following an employee’s start date.

Administrative Staff:

<u>Full-time</u> Completed Years of Continuous Service	Annual Vacation Benefit	Amount Accrued on Jan 1 & Jul 1	Annual Carryover
Date of Hire through 2 years	96 hours	48 hours	48 hours
3 through 5 years	120 hours	60 hours	60 hours
6 through 9 years	160 hours	80 hours	80 hours
10 years or more	176 hours	88 hours	88 hours

Line Staff:

Completed Years of Continuous Service	Annual Vacation Benefit	Amount Accrued on Jan 1 & Jul 1	Annual Carryover
Date of Hire through 2 years	144 hours (6 hours per pay period)	72 hours	72 hours
3 through 5 years	192 hours (8 hours per pay period)	96 hours	96 hours
6 through 9 years	216 hours (9 hours per pay period)	108 hours	108 hours
10 years or more	240 hours (10 hours per pay period)	120 hours	120 hours

SICK LEAVE

*Sick Leave Benefits are accrued biannually. Employees will receive half of their annual accrual on January 1st each year and the remaining half on July 1st of each year. New employees receive prorated benefits on their first day of employment, with their next accrual of half of their annual benefit occurring on January 1st or July 1st, whichever arrives first following an employee’s start date.

	Annual Sick Benefit	Amount Accrued on Jan 1 & Jul 1
Full-time Administrative and Line Staff	96 hours	48 hours

PAID FAMILY MEDICAL LEAVE (PFML) PROGRAM

The District provides up to four (4) weeks of Paid Family Medical Leave to full time on-line and administrative employees to care for themselves or a family member during certain major life events, including:

- Pregnancy, childbirth, and/or caring for a new child, including adopted and foster children
- Caring for themselves, if they have a serious health condition
- Caring for a family member’s serious health condition

Each week of PFML is paid at 100% of the employee’s regular weekly rate of pay (up to four weeks). The District will maintain all benefits for the employee.

ADDITIONAL LEAVE BENEFITS

- Bereavement Leave
- Military Leave
- Jury Duty