

The Town of Castle Rock offers a competitive benefit package for all full-time and part-time benefits eligible employees. For a full outline of the available benefits, please visit: crgov.com

Medical, Dental, and Vision Insurance

Employees are eligible on the first of the month following the employee's date of employment. Employees and their dependents are eligible for coverage.

Health Insurance: The Town of Castle Rock offers two different health plans administered through Cigna. A traditional PPO and HDHP (with HSA) are offered.

Dental Insurance: Dental insurance is provided through the Delta Dental Plan.

Vision Insurance: Vision insurance is offered through EyeMed Vision care.

Flexible Spending Accounts (FSA): Provides an opportunity for employees to set aside *pre-tax dollars* for eligible health care or dependent care expenses. The maximum annual FSA contribution for medical reimbursement accounts in 2023 is \$3,050. The maximum annual amount for dependent care accounts is \$5,000.

Health Savings Account (HSA): Available for participants enrolled in the medical High Deductible Health Plan (HDHP). The maximum annual HSA contribution in 2023 is \$3,850 for individual coverage and \$7,750 for family coverage, plus a catch-up amount for people 55 years of age and older of \$1,000. Deductions are taken on a pre-tax basis. The Town contributes \$500 annually towards the HSA for employee only coverage and \$1,000 annually towards an employee and their dependent(s) coverage.

Long-Term Financial Security

401(a) Defined Contribution: In addition to Social Security, the Town participates in a 401(a) plan through Mission Square. The required *pre-tax* employee contribution is 4% of salary, with the Town contributing 7%. Employees are fully vested after 1 year of employment. This benefit begins immediately. (Fire and Police employees participate in FPPA.)

457 Deferred Compensation: The 457 Deferred Compensation Plan is voluntary and available through Mission Square. 457 Deferred Compensation plans allow for a maximum contribution of \$22,500, plus catch-up amount for people 50 years of age and older of \$7,500. These contributions are made on a pre-tax basis. (Fire and Police employees participate in FPPA.)

Also available is a *ROTH IRA* that allows a maximum contribution of \$6,500 annually, plus a catch-up amount for people 50 years of age and older of \$1,000. *All Roth IRA contributions are voluntary and are deducted on an after-tax basis.*

Disability Income & Survivor Benefits

Short Term Disability: This program will provide for wage continuation for eligible employees at 60% of regular pay from day 15 of disability for up to 12 weeks or until Long-Term Disability payments begin. This is a taxable benefit.

Long Term Disability: The Town provides Long Term Disability equal to 60% of regular wages (to a maximum of \$7,000 per month) after an elimination period of 90 days of total disability has been reached and the claim is approved. This is a taxable benefit.

Life Insurance and Accidental Death & Dismemberment:

The Town provides group term life insurance at 1 times the annual salary for all eligible employees, and dependent life insurance at \$5,000 for spouse and \$2,500 for eligible children.

Supplemental Life Insurance:

Supplemental group term life insurance is available for employees to purchase for themselves and their eligible dependents.

Paid Time-Off

Holidays: The Town observes 11.5 designated holidays:

New Year's Day

Martin Luther King Jr. Day

President's Day

Memorial Day

Juneteenth

Independence Day

Labor Day

Veteran's Day

Thanksgiving Day

Day After Thanksgiving

Christmas Eve closing at 12:00pm (if the holiday falls on Monday through Friday)

Christmas Day

(20+ and 30+ employees are eligible for a prorated amount of holiday pay.)

Personal Leave: Full-time employees receive 24 hours of Personal Leave per year (Fire department line employees receive 34 hours.) This benefit begins immediately and may be prorated for new employees based on date of hire. 20+ and 30+ employees are eligible for a prorated amount of personal leave.

Vacation: Full-time employee vacation accrual rates start at 80 hours per year and increase to 96 hour per year after completing two years of employment with the Town. *(Fire Line Employee accrual rates start at 112 hours per year and increase to 135 hours per year after completing 2 years with the Town.)* 30+ employees accrue 75% of the rate for full-time employees. Accrual rates increase again after 5, 10, 15, and 20 years of service. Accruals begin immediately.

Sick Leave: Full-time employees accrue 96 hours per year (Fire Line employees accrue 135 sick hours per year.) 30+ employees accrue 75% of the rate for full-time employees. After 480 hours are accrued (675 hours Fire Line employees and 360 hours for 30+ employees), sick leave is converted into vacation at the rate of two to one. Accruals begin immediately.

Other Benefits:

PSLF: Public Student Loan Forgiveness eligible employer

Wellness Program

Recognition Program