

# Full-Time Technical and DPW Union Benefits Summary – 2022

Paid Time Off (PTO)	Holidays
104 hours per calendar year	12 days

Vacation Schedule	
Length of Service	Days per year
6 months	5
1 year	5
2-4 years	10
5-9 years	15
10-19 years	20
20+ years	25

Health Care Coverage			
<b>Medical*</b>	<b>HMO/HRA</b> <ul style="list-style-type: none"> <li>• Employer covers monthly premium with BlueCare Network</li> <li>• Employer HRA pays in-network deductible and coinsurance</li> <li>• \$35 office visit (primary care) / \$45 specialist co-pay</li> <li>• \$50 urgent care / \$250 emergency room co-pay</li> <li>• Plan participants may potentially receive an annual cash incentive rebate for being smart, health-conscious consumers.</li> </ul>		
<b>Medical Plan Opt-Out (Annual Payment)</b>	Single	\$3,000.00	
	Couple	\$5,000.00	
	Family	\$5,000.00	
<b>Dental**</b>	<b>Delta Dental PPO Network</b>	<b>Delta Dental Premier Network</b>	<b>Non-Delta Dental Network</b>
	<b>Dental:</b> Class I & II Covered in full; Class III 90% of CC. Annual maximum of \$2,100 per person. <b>Orthodontic:</b> 85% of CC up to \$3,500 lifetime per adult/child.	<b>Dental:</b> Class I & II Covered in full; Class III 85% of CC. Annual maximum of \$2,000 per person. <b>Orthodontic:</b> 85% of CC up to \$3,500 lifetime per adult/child.	<b>Dental:</b> Class I & II 100% of MAB; Class III 85% of MAB. Annual maximum of \$2,000 per person. <b>Orthodontic:</b> 50% of MAB up to \$2,000 lifetime per child.
<b>Optical**</b>	One exam and one vision correction option per person, per calendar year. Frames covered up to retail value of \$125.		
<b>Prescription Coverage**</b>	Value Generic: \$6 Copay Generic: \$40 Copay Preferred Brand Name: \$60 Copay	Non-Preferred: \$80 Copay Preferred Specialty: 20% (\$200 Max) Non-Preferred Specialty: 20% (\$300 Max)	
<b>Retirement Health Savings Plan</b>	Employer contribution of \$105/month beginning after 2 years of employment.		

## Additional Benefits

<b>John Hancock 401a</b>	Employer will contribute 14% of wages. Fully vested after 20 months.
<b>Voluntary 457 Plan</b>	Employer administers employee contributions to plan.
<b>Tuition Reimbursement</b>	Up to \$5,000 per year
<b>Life Insurance</b>	<ul style="list-style-type: none"> <li>· 150% of salary (rounded to the next higher \$1,000) up to a maximum of \$75,000</li> <li>· Age reduction schedule applies – reduction by 50% of the original amount at Age70</li> </ul>
<b>Disability</b>	<p>Short -Term</p> <ul style="list-style-type: none"> <li>· 66 2/3 of weekly salary up to maximum of \$800 per week</li> </ul> <p>Long - Term</p> <ul style="list-style-type: none"> <li>· 66 2/3 of monthly salary up to a maximum of \$3,500 per month</li> </ul>
<b>Employee Assistance Program</b>	Employer sponsored resources and support for personal and work-life issues.
<b>Flexible Spending Account</b>	Employees can elect to deduct pre-tax dollars to be used for medical or dependent care expenses.
<b>Accident Insurance</b>	Employer administers voluntary accident insurance through Unum.
<b>Critical Illness Insurance</b>	Employer administers voluntary critical illness insurance through Unum.
<b>Identity Theft Protection</b>	Employer administers voluntary identity theft protection through Norton Lifelock.
<p>*Medical benefits begin first of the month following 30 days of employment.  **Benefits begin the first Sunday after 30 days of employment.</p>	