



2024 BENEFITS SUMMARY

Benefit	Description																		
Benefits by Employee Class	<p>Full-Time: Healthcare, vision, dental, paid sick and vacation, paid holidays, wellness benefits, CRCA paid basic life insurance for employee, voluntary life and AD&D, cell phone discount, employee assistance program, and AFLAC.</p> <p>Part-Time: Sick leave (1 hour accrued for every 30 hours worked up to 48 hours per year) and paid holidays, employee assistance program.</p>																		
Sick Leave	All regular full-time employees begin accruing sick leave from day one of employment at the rate of 3.69 hours accrued per pay period with a maximum accrual allowance of 240 hours.																		
Vacation Time	<p>All regular full-time employees begin accruing vacation time from day one of employment at the rate and maximum accrual allowances listed:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;"><u>Months of Service</u></th> <th style="text-align: center;"><u>Per Payroll Accrued Hours Month/ Total Annual Accrual</u></th> <th style="text-align: center;"><u>Maximum Allowed Accrued Hours</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">0-48</td> <td style="text-align: center;">3.96/96</td> <td style="text-align: center;">144</td> </tr> <tr> <td style="text-align: center;">49-108</td> <td style="text-align: center;">4.61/120</td> <td style="text-align: center;">180</td> </tr> <tr> <td style="text-align: center;">109-168</td> <td style="text-align: center;">5.54/144</td> <td style="text-align: center;">216</td> </tr> <tr> <td style="text-align: center;">169-229</td> <td style="text-align: center;">6.46/168</td> <td style="text-align: center;">252</td> </tr> <tr> <td style="text-align: center;">All time over 229</td> <td style="text-align: center;">7.38/192</td> <td style="text-align: center;">288</td> </tr> </tbody> </table>	<u>Months of Service</u>	<u>Per Payroll Accrued Hours Month/ Total Annual Accrual</u>	<u>Maximum Allowed Accrued Hours</u>	0-48	3.96/96	144	49-108	4.61/120	180	109-168	5.54/144	216	169-229	6.46/168	252	All time over 229	7.38/192	288
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Holidays	<p>The CRCA observes the following holidays, and an 8-hour “floating” holiday is credited which can be used in lieu of vacation time or paid out at the employee’s regular pay rate upon their request.</p> <ul style="list-style-type: none"> ● New Year’s Day ● Martin Luther King, Jr.'s Birthday ● Washington’s Birthday ● Memorial Day ● Independence Day ● Labor Day ● Columbus Day ● Veterans Day ● Thanksgiving Day ● Christmas Day 																		
Retirement Plan	Upon hire, all regular full-time employees are required to participate in CRCA’s pre- or post-tax 457(b) retirement plan. A matching 3% of gross wages for the employer is applied regardless of either pre- or post-tax option chosen by the employee. If you opt for the post-tax, CRCA will match up to 3% but in the pre-tax retirement fund, your contribution will be deposited into the post-tax fund.																		

Angela Clawson, Executive Director

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Health Insurance	The CRCA offers group health insurance provided by Benefit Health Advisors through the Anthem Blue Cross/Blue Shield network for regular full-time employees and dependents. Enrollment is voluntary. An employee becomes eligible for coverage on the first day of the month following the date of employment.			
	Calculations below are based on the bi-weekly schedule set forth by CRCA (26 paychecks per year). The total monthly cost is the total monthly premium			
Plan A (Gold package):	<u>Person/s Covered</u>	<u>Cost to employee per pay period</u>	<u>Cost to CRCA per pay period</u>	<u>Total monthly premium</u>
	Employee Only	\$72.84	\$267.07	\$736.48
	Employee + Spouse	\$145.69	\$534.14	\$1,472.96
	Employee + Child/ren	\$134.76	\$494.08	\$1,362.49
	Employee + Family	\$207.60	\$761.15	\$2,098.97
Plan B (Silver package):	<u>Person/s Covered</u>	<u>Cost to employee per pay period</u>	<u>Cost to CRCA per pay period</u>	<u>Total monthly premium</u>
	Employee Only	\$71.10	\$246.46	\$688.06
	Employee + Spouse	\$142.21	\$492.93	\$1,376.12
	Employee + Child/ren	\$131.54	\$455.96	\$1,272.91
	Employee + Family	\$202.64	\$702.42	\$1,960.97
Dental and Vision Insurance	Administered through MetLife, eligible employees (full-time) the CRCA offers dental and vision insurance for regular full-time employees and dependents. Enrollment is voluntary. The eligibility date for dental and vision insurance is the first of the month, after 30 days of employment.			
	Calculations below are based on the bi-weekly schedule set forth by CRCA (26 paychecks per year). The total monthly cost is the total monthly premium amount			
Vision:	<u>Person/s Covered</u>	<u>Cost to employee per pay period</u>	<u>Cost to CRCA per pay period</u>	<u>Total monthly premium</u>
	Employee Only	\$1.19	\$2.77	\$8.58
	Employee + Spouse	\$2.38	\$5.55	\$17.19
	Employee + Child/ren	\$2.01	\$4.70	\$14.55
	Employee + Family	\$3.32	\$7.76	\$24.01



Combined Regional Communications Authority

136 Justice Center Rd Ste 400

Canon City, CO 81212

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Dental:	<u>Person/s Covered</u>	<u>Cost to employee per pay period</u>	<u>Cost to CRCA per pay period</u>	<u>Total monthly premium</u>
	Employee Only	\$4.76	\$11.88	\$36.07
	Employee + Spouse	\$9.33	\$23.33	\$70.78
	Employee + Child/ren	\$10.03	\$25.08	\$76.08
	Employee + Family	\$15.59	\$38.97	\$118.22
Life and AD&D Insurance	Administered through MetLife, eligible employees (full-time) receive \$50,000 in life insurance coverage as well as \$50,000 in AD&D coverage paid for by CRCA, enrollment of the employee is required. Additional life insurance coverage for the employee and coverage for an employee's spouse and children may be purchased on a voluntary basis. AD&D coverage is only available for the employee. The eligibility date for life and AD&D insurance coverage is the first of the month, after 30 days of employment.			
Life:	<u>Person/s Covered</u>	<u>Cost to employee per pay period</u>	<u>Cost to CRCA per pay period</u>	<u>Total monthly premium</u>
	Employee Only	\$0	\$3.74	\$8.10
	Employee + Spouse	\$0.56	\$5.59	\$12.12
	Employee + Child/ren	\$0.56	\$5.59	\$12.12
	Employee + Family	\$1.11	\$7.45	\$16.14
Employee Assistance Program (EAP)	Confidential counseling benefit for eligible employees and dependents, provided through our health insurance policy. Financial counseling and dependent and eldercare resources.			
Other Benefits	In addition to the above-mentioned benefits, CRCA offers the following to eligible employees: <ul style="list-style-type: none"> • Cell phone discount (AT&T FirstNet, when applicable) • Gym access, upon approval of the Canon City Police Department, at their in-house gym. • AFLAC polices (coverage is not guaranteed, the employee must discuss eligibility and cost of coverage with the AFLAC representative) 			
Direct Deposit	All employees are required to enroll in direct deposit.			

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