



## 2024 BENEFITS SUMMARY

Benefit	Description																		
<b>Benefits by Employee Class</b>	<p><b>Full-Time:</b> Healthcare, vision, dental, paid sick and vacation, paid holidays, wellness benefits, CRCA paid basic life insurance for employee, voluntary life and AD&amp;D, cell phone discount, employee assistance program, and AFLAC.</p> <p><b>Part-Time:</b> Sick leave (1 hour accrued for every 30 hours worked up to 48 hours per year) and paid holidays, employee assistance program.</p>																		
<b>Sick Leave</b>	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.																		
<b>Vacation Time</b>	<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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<b>Holidays</b>	<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"> <li>● New Year’s Day</li> <li>● Martin Luther King, Jr.'s Birthday</li> <li>● Washington’s Birthday</li> <li>● Memorial Day</li> <li>● Independence Day</li> <li>● Labor Day</li> <li>● Columbus Day</li> <li>● Veterans Day</li> <li>● Thanksgiving Day</li> <li>● Christmas Day</li> </ul>																		
<b>Retirement Plan</b>	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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<b>Health Insurance</b>	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 paid by employee and CRCA the two payments in the month added together. ***			
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 cost combined per month</u>
	Employee Only	\$69.64	\$255.39	\$704.24
	Employee + Spouse	\$139.29	\$510.78	\$1,408.48
	Employee + Child/ren	\$128.83	\$427.48	\$1,302.84
	Employee + Family	198.47	\$926.34	\$2,007.08
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 cost combined per month</u>
	Employee Only	\$67.97	\$371.59	\$657.87
	Employee + Spouse	\$135.93	\$471.31	\$1,315.68
	Employee + Child/ren	\$125.73	\$561.69	\$1,217.00
	Employee + Family	\$193.70	\$671.61	\$1,874.84
<b>Dental and Vision Insurance</b>	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.			
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Vision:	<u>Person/s Covered</u>	<u>Cost to employee per pay period</u>	<u>Cost to CRCA per pay period</u>	<u>Total cost combined per month</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**

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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 cost combined per month</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
<b>Life and AD&amp;D Insurance</b>	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 cost combined per month</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
<b>Employee Assistance Program (EAP)</b>	Confidential counseling benefit for eligible employees and dependents, provided through our health insurance policy. Financial counseling and dependent and eldercare resources.			
<b>Other Benefits</b>	In addition to the above-mentioned benefits, CRCA offers the following to eligible employees: <ul style="list-style-type: none"> <li>• Cell phone discount (AT&amp;T FirstNet, when applicable)</li> <li>• Gym access, upon approval of the Canon City Police Department at their in-house gym.</li> <li>• AFLAC polices (coverage is not guaranteed, the employee must discuss eligibility and cost of coverage with the AFLAC representative)</li> </ul>			
<b>Direct Deposit</b>	All employees are required to enroll in direct deposit.			

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