



2023 BENEFIT PACKAGE

Our benefits program is key component of this commitment. We welcome our new employees by offering a comprehensive portfolio of employee benefits, including an array of healthcare, insurance and financial options, along with a variety of programs to help enhance their quality of life and manage health care costs.

Health Care

The Town of Mead's medical, vision, dental, and life insurance provider is Colorado employer benefit trust (CEBT). The town pays 100% of employee coverage and 50% of employee's covered dependents for the least expensive plan.

Medical: Employees may choose to enroll in one of two medical plan options: a Kaiser Permanente HMO 45 plan and a CEBT PPO 4 plan. Both medical plan options have a broad network of doctors, hospitals and other health providers who provide quality care at negotiated fees.

Dental: A comprehensive dental program is available that provides access to a broad network of dental providers. Coverage is through Delta Dental.

Vision: Employees that choose to enroll in our CEBT vision plan can take advantage of benefits that include coverage towards contacts and glasses.

Life Insurance

Life and Dependent Life: The Town of Mead provides basic life coverage up to \$50,000 for employees who are regularly scheduled to work 20 or more hours per week. Additional coverage can be purchased through the Voluntary Life Insurance program.

Short Term / Long Term Disability*

The Town's short-term and long-term disability coverage is provided by The Hartford Group. The Town pays 100% of the premium for employees who are scheduled to work 30 or more hours per week.

**LTD does not apply to Police.*

Employee Assistance Program (EAP)

Our EAP provides free and confidential short-term counseling to help employees with a variety of personal challenges.

Spending Accounts

The Town offers a Section 125 Flexible Spending Account through Alerus. The Town matches medical account contributions up to \$500/year for eligible employees.

Flexible Spending Account (FSA): Employees have the option to contribute to their FSA which can be used to pay for qualifying medical, dental and vision expenses.

Dependent Care FSA: Dependent care FSA allows for reimbursement of dependent childcare or elder day care expenses on a tax favored basis.

Retirement Benefits

The Town offers a 457 defined contribution plan through Nationwide. The Town matches up to 5% of an employee's pay. Commissioned police officers are not eligible for the Town match. For 2023, the maximum contribution (employee and employer) is \$22,500 annually. Catch-up provisions are up to \$7,500 for those aged 50 and older.

Wellness Program

The Town of Mead values employee health and well-being. The wellness program is designed to empower employees to engage in healthy activities and lifestyles. The Town believes that educational opportunities and an emphasis on well-being leads to an increase in employee morale and positive impact on overall health – healthy employees are happier and more productive.

Other Benefits and Services

To help meet the challenge of balancing our work and personal lives, a variety of additional benefits are available to our employees, including: Flexible work schedules and Tuition reimbursement program.

*Most benefits are effective at the first of the month following the date of hire, with the exception of Long-Term Disability, which is effective the first of the month following 60 days of employment.

Paid Time Off

Full time employees* may enjoy paid time off which accrues based on years of service as indicated below.

Full-Time Regular Employee:

Years of Employment	Hours Accrued per Pay Period	Hours Accrued per Month	Hours Accrued per Year	Maximum Accrual
First 12 months	5.23	11.33	135.96	203.94
1 through 5	6.77	14.66	175.92	263.88
6 through 10	8.31	18.00	216.00	324.00
11 through 15	9.84	21.33	255.96	383.94
16 through 20	11.38	24.63	295.92	443.88

**Part-time employees working 20-39 hours receive a percentage of the full-time vacation benefit.*

Holidays

The Town of Mead observes 11 paid holidays per year:

New Year's Day

Labor Day

Martin Luther King Day

Veteran's Day

President's Day

Thanksgiving – 4th Thurs/Fri

Memorial Day

Christmas Eve

Independence Day

Christmas Day

BENEFITS EXCLUSIVE TO COMMISSIONED POLICE OFFICERS

Pension Benefits

The Town's commissioned police officers are covered by a defined benefit pension plan through the Fire and Police Pension Association (FPPA). 2022 employee / employer contribution rates are 12% / 9.5%, respectively.

Disability Benefits

The Town's commissioned police officers are covered by the Statewide Death & Disability Plan through FPPA. Benefits provide 24-hour coverage, both on and off duty. The Town currently covers 100% of the premium which is 3.4% of the employee's base pay.

Paid Time Off

Full time employees* may enjoy paid time off which accrues based on years of service as indicated below.

Commissioned Police Officers:

Years of Employment	Hours Accrued per Pay Period	Hours Accrued per Month	Hours Accrued per Year	Maximum Accrual
First 12 months	8.61	18.66	223.92	291.94
1 through 5	10.15	21.99	263.88	351.88
6 through 10	11.69	25.33	303.96	412.00
11 through 15	13.23	28.67	344.04	471.94
16 through 20	14.76	31.99	383.88	531.88