



## 2024 Employee Benefit Highlights

### Eligibility

- **Benefits start the first of the month following 60 days of employment**
- Part time employees assigned 20 to 29 hours per week
- Full time employees assigned 30 or more hours per week
- Dependent Child(ren), Spouse or Domestic Partner coverage available

### Health and Welfare Benefits

- **Medical/Rx - UMR and Navitus**
  - Three Plan options: HDHP (High Deductible Health Plan with HSA), Base Plan PPO, and Buy-Up Plan PPO
  - Utilizing the United HealthCare Choice Plus provider network with special discounts for using the EI Rio preferred network
  - Not all services available under the EI Rio preferred network
  - Includes Prescription Coverage with advantages when utilizing EI Rio's convenient Retail Pharmacy
- **EI Rio Employee Appointment Scheduling & Telemedicine: 520.309.3117**
  - Expedited service for employees and their families
- **Health Savings Account (HSA) - Optum Bank**
  - For employees enrolled in the High Deductible Health Plan (HDHP)
  - EI Rio contributes \$50 for employee only coverage and \$100 for family coverage per pay period
- **Employee Assistance Program - Curalinc Healthcare – 6 sessions per member: 888-881-5462**
- **Dental - Delta Dental of AZ, Two Plan options: Base PPO plan and Buy-Up PPO Plan**
- **Vision - Avesis Vision, Two Plan options**
  - **Base Plan:** Eye exam \$0 copay; Lenses & frames \$0 copay; Frame allowance \$150 every 24 months
  - **Buy Up Plan:** Eye exam \$10 copay; Lenses & frames \$10 copay, Frame allowance \$175 every 12 months
- **Flexible Spending Account (FSA): UMR**
  - Health Care FSA and Dependent Care FSA; Limited Purpose FSA available to those electing the HDHP
- **Life Insurance and Accidental Death & Dismemberment - Unum**
  - Basic Life 100% employer paid at 2x annual salary to a maximum of \$500,000
  - Additional Voluntary Employee, Spouse & Child Life, and AD&D Employee or Family
- **Short Term Disability - Unum**
  - Base Option 100% employer paid. Benefit is 60% of weekly earnings to a maximum of \$2,500/week. Benefits begin after a 44-day elimination period and are payable for up to 19 weeks. A second plan option is also available to buy-up to a 14-day elimination period.
- **Long Term Disability - Unum**
  - 100% employer paid; 60% of earnings; begins after 180-day elimination period.
- **403(b) Retirement Plan – The Standard**
  - All Full and Part time employees are automatically enrolled in the 403(b) retirement plan on their first day of employment and will have 6% of their gross pay deducted from their paychecks, unless you designate a change or opt out. Employee deductions are on a pre-tax basis, an after-tax Roth option is also available.
  - EI Rio Health contributes 1.5% of your gross wages and matched up to 3% for employees who work at least 20 hours/week. Contributions begin after six months of employment.
- **Additional Fringe Benefits**
  - Accident, Critical Illness, and Hospital Indemnity – **Unum**
  - Group Whole Life Insurance with Long Term Care Rider Option – **Unum**

### Paid Time Off (PTO)

- Group I:
  - Up to 2 years seniority: 9.23 hours/pay period / 30 days annually
  - <5 years seniority: 10.46 hours/pay period / 34 days annually
  - <10 years seniority: 11.08 hours/pay period / 36 days annually
  - >11 years seniority: 11.69 hours/pay period / 38 days annually
- Group II:
  - Up to 2 years seniority: 8 hours/pay period / 26 days annually
  - <5 years seniority: 9.23 hours/pay period / 30 days annually
  - <10 years seniority: 10.46 hours/pay period / 34 days annually
  - 10 but <15 years seniority: 11.08 hours/pay period / 36 days annually
  - >15 years seniority: 11.69 hours/pay period / 38 days annually