

Wolcott Health and Pension Benefits Attachment

PENSION COVERAGE

Employees and covered persons must participate in the Vermont Municipal Employees' Retirement System (VMERS) defined contribution (pension) plan. Employees no fewer than 24 hours a week year-round or 1040 hours per year and covered persons make annual pre-tax contributions into the trust fund, along with an employer's contribution. Further information can be found here:

<https://www.vermonttreasurer.gov/content/retirement/municipal>

HEALTH, DENTAL, and VISION COVERAGE

For qualified employees and other specifically covered persons **hired before the adoption of this policy** the following benefits apply:

Health insurance coverage is available via Blue Cross and Blue Shield. The current plan is the Vermont Silver CDHP Reflective plan.

The current covered person contribution toward health insurance premiums are below. The town pays the remainder of the premium. Contributions are deducted from the Health Savings Account.

Dental insurance is available via Delta Dental. The covered person is responsible for the entire premium.

Vision insurance is available via EyeMed. The covered person is responsible for the entire premium.

The town makes contributions to a Health Savings Account (HSA) for covered persons and the covered person has a required minimum annual contribution.

Current employees (hired prior to the adoption of this policy) will be expected to absorb annual premium increases (to be deducted from their HSA) up until such increases reach covered person contribution amounts that are: 8% of the premium for individuals, 20% for two person plans, and 25% for family plans.

2020 Monthly BCBS premiums will be used as the baseline for existing employee contributions.

Qualified employees and other specifically eligible persons that decline to take health insurance benefits shall receive \$1200 a year compensation.

For employees and other specifically covered persons **hired after the adoption of this policy**, the following health benefits apply:

Health insurance coverage is the same plan as above. Employees will pay 8% of the premium for individuals, 20% for two person plans, and 25% for family plans.

Dental and vision coverage are as above and the covered person is responsible for the entire premium.

The town makes contributions to a Health Savings Account (HSA) for covered persons and the covered person has a required minimum annual contribution.