



TOWN OF SILT
2016
BENEFITS BROCHURE

The Town of Silt offers all full-time employees an excellent and high quality Benefits Package.

The following information is an overview of the benefits offered. If you need additional information, please contact the Human Resources Department.

Health & Dental

CEBT Medical (PPO4) plan. Single (employee only); Employee & Spouse; Employee & Child; Employee & Children; Employee & Family coverages offered. Current monthly premiums, Employee Portion: Single \$0.00; Employee & Spouse \$166.75; Employee & Child \$147.50; Employee & Children \$147.50; Employee & Family \$241.00. (Includes Prescription Drug Coverage) Coverage starts the first of the month, 30 days after start date.

Vision

Vision Service Plan – in network annual exam paid in full. Every two years lenses covered in full; frames up to \$120.00 w/\$20.00 copay; contacts and exam up to \$120.00 no copay. Non network benefit paid at a reduced rate. Current monthly premiums, Employee Portion: Single \$8.01; Member + One \$11.61; Family \$20.82.

Life Insurance

Life insurance paid by the Town, is calculated at 2 times annual salary minus \$30,000, rounded up to the next highest multiplier of 1,000, with a maximum of \$70,000.

Retirement

CCOERA 401(a) participation after 6 months employment – mandatory 4% pre-taxed contribution and the Town contributing 4% of base salary.

All Police Officers have retirement with the Town through FFPA (Fire and Police Pension Association of Colorado). Employee has a 9% contribution, with an 8% match by the Town. Officers can also choose to enroll in the Town's deferred compensation plan through CCOERA.

Contribution difference based on FICA and Medicare contributions both being made for regular employees. Medicare contributions only being made for law enforcement.

457 Deferred

Optional supplemental retirement plan that may be implemented two weeks after start of employment. Maximum contribution for 2016 is \$18,000. If over 50 years of age maximum contribution for 2016 is \$36,000. No Town match.

Disability

Town provides long-term disability plans. Eligible after 6 months of employment-60% of salary for non-work related injuries or illness.

Workers Compensation

All Town employees are covered for work related injuries. Injuries must be reported to supervisor and completion of injury report with HR Department.

Holidays

11 paid holidays per year: New Years Day, Martin Luther King Jr. Day, Presidents Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and the day after Thanksgiving Day, Christmas Day and either the day before or the day after Christmas Day.

Vacation Time

Vacation shall begin accruing at the end of the employees first six months of continuous employment. .5 - 4 years full-time employees, including law enforcement personnel shall accrue vacation time at a rate of 3.076 hours per

pay period, equal to 80 hours per year; 5 – 9 years accrue 4.615 hours per pay period, equal to 120 hours per year; 10 + years accrue at 6.153 hours per period, equal to 160 hours per year. 120 hours may roll over at the end of the year.

Salaried employees will accrue an additional 1.538 hours per pay period, equal to 40 additional hours of vacation each calendar year.

Sick Leave

Sick time shall begin accruing after the first two weeks of employment at a rate of 3.692 hours per pay period equal to 96 hours per year. Sick leave is allowed to accumulate indefinitely.

Pay Dates

Pay days are every two weeks on the Friday following the pay period ending date.

Phone Numbers

Town Hall	876-2353
Town Administrator	876-2353 ext 104
Town Clerk	876-2353 ext 102
Utility Billing	876-2353 ext 101
Accounts Payable	876-2353 ext 104
Comm. Dev./Rec. Permits/Planning	876-2353 ext 110
Public Works	876-2353 ext 106
Water Plant	876-5444
Waste Water Plant	876-0460
Municipal Court	876-2353 ext 102
Police (non emergency)	876-2735