

U.P.

Jason,

Our answers are highlighted in red below each of your questions. Please let me know if you need any additional information.

1. Who is your Health Insurance Provider?

UNITED HEALTH CARE

- **What are the premiums paid by the employee? (Individual, Family, etc)**

EMPLOYEE ONLY \$60/PAY PERIOD

EMPLOYEE /CHILD(REN) \$105/PAY PERIOD

EMPLOYEE/SPOUSE \$105/PAY PERIOD

EMPLOYEE/ FAMILY \$160 PAY PERIOD

- **Coverage Specifics? (Co pay?, Deductible?, Prescriptions?, Limits?)**

CO PAY - \$30 PHYSICIAN (IN NETWORK)

\$60 SPECIALIST PHYSICIAN (IN NETWORK)

\$3000/YR DEDUCTIBLE – SINGLE - \$6000 OUT OF POCKET

\$6000/YR DEDUCTIBLE – FAMILY - \$12,000 OUT OF POCKET

\$15 GENERIC

\$40 PREFERRED

\$75 NON PREFERRED

NO MAXIMUM BENEFIT LIMIT

- **Will your insurance cover employees with pre existing conditions with no waiting period?**

YES

2. Who is your Dental Insurance Provider?

GUARDIAN

- **What are the premiums paid by the employee? (Individual, Family, etc.)**

EMPLOYEE ONLY \$10/PAY PERIOD

EMPLOYEE/CHILD(REN) \$20 PAY PERIOD

EMPLOYEE/SPOUSE \$20 PAY PERIOD

EMPLOYEE/FAMILY \$30/PAY PERIOD

- **Coverage Specifics?**

\$50 DEDUCTIBLE PER PERSON (3 MAX DEDUCTS PER FAMILY)

\$1000 PER YEAR MAXIMUM BENEFIT

100% COVERAGE FOR PREVENTIVE CARE
80% BASIC CARE
50% MAJOR CARE
50% ORTHODONTIA PER CHILD (LIFETIME BENEFIT \$1000)

3. Who is your Vision Insurance Provider?

GUARDIAN

- **What are the premiums paid by the employee and coverage specifics?**

EMPLOYEE /ONLY \$3 PAY PERIOD
EMPLOYEE/ CHILD(REN) \$6 PAY PERIOD
EMPLOYEE /SPOUSE \$6 PAY PERIOD
EMPLOYEE /FAMILY \$8 PAY PERIOD

EXAM CO PAY \$10
MATERIALS CO PAY \$10 (WAIVED FOR ELECTIVE CONTACT LENSES)
EXAMS – ONE PER CALENDAR YEAR
LENSES – FOR GLASSES OR CONTACT LENSES (NOT BOTH) – ONE PER CALANDER YEAR

4. Do you offer Life Insurance, Accidental Death and Dismemberment Insurance, Cancer Policies, and other supplemental insurance policies? (Specifics?)

WE INCLUDE A \$25,000 LIFE INSURANCE POLICY FOR EVERY EMPLOYEE. WE OFFER A SUPPLEMENTAL LIFE INSURANCE POLICY THROUGH GUARDIAN, RATES ARE BASED ON AGE AND INSURED AMOUNT, \$300,000 MAXIMUM. WE ALSO OFFER A CANCER POLICY ALONG WITH OTHER SUPPLEMENTAL AND SPECIALTY POLICIES THROUGH A SEPARATE CARRIER

5. Do you offer a retirement plan? If so, please give specifics regarding employee contributions vs employer contributions and any other important details about the plan.

401-K PLAN DISTRIBUTED THROUGH HANCOCK BANK
EMPLOYER MATCHES 50% UP TO 4% EMPLOYEE CONTRIBUTION
IMMEDIATE ENTRY AND IMMEDIATE VESTING

6. Paid Leave

- **What is the accrual rate for vacation and sick time?**

0-5 YEARS SERVICE = 2 WEEKS PER YEAR, DISRTIBUTED EVERY PAY PERIOD
5-10 YEARS SERVICE = 3 WEEKS VACATION PER YEAR
10 YEARS OR LONGER = 4 WEEKS VACATION PER YEAR

SICK LEAVE REMAINS AT 2 WEEKS PER YEAR THROUGHOUT.

- **Will city employees be able to maintain their current amount of accrued vacation and sick leave when they come to work for you or will they start with a zero balance?**

- Typically city employees will be paid for unused vacation time by their previous employer. We start everyone off as any other new employee but will honor any planned vacations or leaves by advancing them leave time at full pay.
 - If your paid leave accrual rate is based on years of service, will the employee's years of service with the City of Gautier count towards their awarded leave time with your company?
 - We honor and match the accrual rate of any city employee who is vested in the PERS system.
7. What other types of leave do you offer and what are the specifics? (Bereavement, Jury Duty, Military, etc.)
- BEREAVEMENT** - LEAVE FOR IMMEDIATE FAMILY - 3 DAYS
JURY DUTY – PAID LEAVE WITH PROPER DOCUMENTATION
MILITARY – UNPAID EXCUSABLE LEAVE WITH PRESENTATION OF ORDERS
VOTING - IN THE EVENT THAT WORKING HOURS CONFLICT WITH POLLING BOOTH HOURS, THE PROJECT WILL WORK OUT A TIME THAT THE EMPLOYEE CAN GO VOTE.
FMLA IS FOLLOWED.
8. What holidays will the employees be given off?
All days that the municipality recognizes
9. Do you intend to hire ALL City of Gautier Public Works employees that pass a drug screen and physical exam?
The organization chart we supplied eliminates one Customer Service Rep and one Administrative Clerk. However if any positions are not filled these people will be offered employment for any open positions available.
10. Will the employees be paid commensurate to what they are being paid currently with the city and do you intend to give any raises or bonuses at the start of this contract?
- We intend to honor all salaries currently paid to employees who are transferred to our company. Some increases have been anticipated to equalize the pay for equal positions and for any employee whose responsibilities increase due to our restructuring.

Thank you,

Bobby Knesal