2027 Benefits Guide

For Full-Time Employees

SOUTH SUBURBAN PARKS & RECREATION

CHOOSE WELL. BE WELL.

South Suburban Park & Recreation District's mission is to foster healthy living for our patrons, so it makes sense to start with our employees! Your overall well-being is important to the District. That's why we provide wellness and recreation opportunities to you to support your total well-being now, and in the future.

The following guide provides information on the benefits available to you so you can take charge of your physical, mental and financial health. The benefits provide an opportunity for you to take an active role in your health and we hope you will take advantage of all the offerings! Please review this booklet and contact Human Resources if you have questions.

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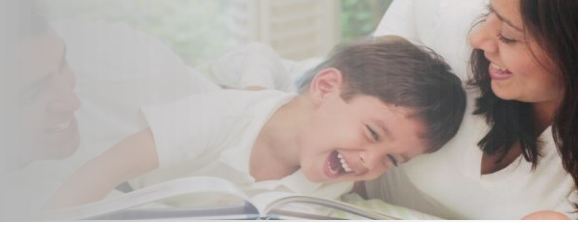
If you have any questions, contact HR at: ssprdhr@ssprd.org

ENROLLMENT INFORMATION



BENEFITS ELIGIBILITY

The following summary serves as a general benefits guide for regular full-time employees scheduled to work 40 hours per week. Benefit coverage is effective the first day of the month coinciding with or following the completion of 30 days of employment after the date of hire. Benefits end on the last day of the month in which your employment ends.

Temporary and variable employees may qualify for the District's health plan based on applicable laws. Temporary and variable employees who qualify for the District's health plan are not eligible for any other District benefits.

ELIGIBLE DEPENDENTS

You may also cover your eligible dependents on your plans. Eligible dependents include:

- Spouse (including common law spouse);
- Children from birth up to the age of 26, given the dependent child meets all other eligibility requirements as specified in our plan documents.

MID-PLAN YEAR QUALIFYING EVENTS

Since your insurance premiums are paid on a pretax basis, you may not make changes to your elections until the next open enrollment period unless you experience a "qualifying life event."

Qualifying life events include (but are not limited to):

- Marriage, divorce or separation;
- Death;
- Birth or adoption;
- Your dependent child turning age 26; and
- A change in your, or your spouse's, employment that affects benefits eligibility.

If you experience a qualifying life event, it is your responsibility to notify Human Resources, and you must request benefits changes in Paylocity within 30 days of the event.

MEDICAL BENEFITS

Eligible employees may choose from two medical plans through CignaBoth plans are Preferred Provider Organization (PPO) plans that provide coverage through the Cigna network. **Services received from out-of-network providers are not covered, except in the case of qualified emergencies**. Your PPO plans are highlighted in the table below. Please refer to your Cigna materials for more detailed information. The table below shows what you are responsible for paying under the Cigna plans.

Participants will NOT receive a physical ID card. Please use MyCigna to access your Digital ID card.

	High Plan (Open Access Plus) In-Network	Low Plan (Open Access Plus) In-Network
Deductible (per calendar year)	**Individual:** $400 **Family:** $800	**Individual:** $1,000 **Family:** $2,000
Out-of-Pocket Maximum (includes deductible, copays,& prescription costs)	**Individual:** $3,000 **Family:** $6,000	**Individual:** $4,000 **Family:** $8,000
Preventive Care	No charge	No charge
PCP Visit	$20 copay	$20 copay
Specialist Visit	$40 copay	$40 copay
MDLive		
Urgent Care	$5 copay	$5 copay
Primary Care/Mental Health	$20 copay	$20 copay
Specialty Care	$40 copay	$40 copay
Urgent Care	$40 copay	$40 copay
Emergency Room	20% AD	30% AD
Labs and Radiology		
At Doctor's Office Visit Independent Lab Outpatient Facility	No charge	30% AD
Complex Imaging	20% AD	30% AD
Mental Health		
Office Visit	$20 copay	$20 copay
Outpatient	20% AD	30% AD
Inpatient	20% AD	30% AD
Outpatient Hospital	20% AD *Lab/X-Ray: 20% AD*	30% AD
Inpatient Hospital	20% AD *Lab/X-Ray: 20% AD*	30% AD
Prescription Drugs	**Individual Rx Deductible**: $50 **Family Rx Deductible**: $100 20% After Rx Deductible	**Individual Rx Deductible**: $50 **Family Rx Deductible**: $100 20% After Rx Deductible

AD=After Deductible

Your Premium (Bi-Weekly Paycheck)	High Plan (Open Access Plus)		Low Plan (Open Access Pus)	
	You Pay:	District Pays:	You Pay:	District Pays:
Employee Only	$93.95	$375.81	$60.90	$319.73
Employee + Spouse	$304.56	$662.29	$226.49	$541.26
Employee + Child	$288.98	$628.42	$215.55	$515.11
Employee + Family	$471.50	$1,074.41	$346.76	$869.93

Cigna Telehealth Connection MDLIVE

Cigna Telehealth Connection lets you get the care you need, including most prescriptions, for a wide range of minor conditions. Now you can connect with a board-certified doctor via secure video chat or phone without leaving your home or office. Cigna Telehealth services are available 24/7/365 and the cost savings are clear. MDLIVE can be a cost-effective alternative to a convenience care clinic or urgent care center, and cost less than going to the emergency room.

Register today so you'll be ready when and where you need it! Visit MDLIVEforCigna.com to download their vendor app.

By phone: MDLIVE 1-888-726-3171

DENTAL & VISION BENEFITS

South Suburban offers you the option of a Preferred Provider Organization (PPO) dental plan through Delta Dental of Colorado. This plan allows you to visit any dentist, but you benefit from discounted rates and will typically pay less when you use a Delta PPO dentist. The table below shows what you are responsible for paying under the Delta Dental plan. For full details on these plans, including a list of covered benefits & exclusions, refer to your Delta Dental summary plan descriptions.

	Delta Dental DPPO Plan	
	Delta PPO Dentists	Non-PPO Dentists* (Premier & Non-Participating)
Deductible (calendar year)	**Individual:** $50 **Family:** $150 (combined deductible for PPO and non-PPO dentists)	
Maximum Benefit (calendar year)	$1,500 per person	$1,000 per person
Preventive Care (cleanings, fluoride and sealants for children, x-rays, etc.)	No charge	No Charge*
Basic Services (fillings, root canals, extractions)	10% AD	20% AD*
Major Services (crowns, dentures, bridge)	40% AD	50% AD*
Orthodontia (for eligible children)	50% (up to $1,500 lifetime orthodontia benefit per person, PPO & non-PPO combined)	50%*

AD=After Deductible

*Out-of-network benefits are paid up to Delta Dental's maximum plan allowance for each service. If your dentist charges more than the allowance, you are responsible for paying the additional fees.

Get more from your benefits by visiting a Delta PPO dentist! When you visit a Delta PPO dentist, you will pay less! To find a Delta PPO dentist, go to www.deltadentalco.com, and enter your zip code in the "Find a Dentist" box. Visit a dentist who accepts the "Delta Dental PPO" network to get the best savings!

Learn more about dental networks at www.deltadentalco.com/DeltaDentalNetworks.aspx.

Insurance cards are not provided. Once enrolled, your social security number is your member ID. The group number is 6839.

Your Premium (Bi-Weekly Paycheck)	Delta Dental DPPO	
	You Pay:	District Pays:
Employee Only	$7.38	$14.77
Employee + Spouse	$20.31	$14.77
Employee + Child	$23.08	$14.77
Employee + Family	$29.54	$14.77

South Suburban offers a comprehensive vision plan through Vision Service Plan (VSP). The VSP plan includes a complete eye exam and your choice of contacts or prescription glasses every 12 months and frames every 12 months. You can see any doctor you want, but if you visit a doctor outside of the VSP Choice network, you will pay the cost up front and will need to submit a claim to VSP for reimbursement. The table below shows your in-network benefits. Please refer to your VSP materials for out-of-network reimbursements and other details.

VSP Vision Plan	
	In-Network Benefits (Network: VSP Choice)
Eye Exam (per calendar year)	**$10 copay**
Retinal Screening	No more than a **$39 copay**
Prescription Glasses (per calendar year)	**$25 copay** **$200 allowance** on most brands ($150 on featured brands & $70 at Costco) Includes Lenses: • Single vision, lined bifocal & lined trifocal, polycarbonate for children • Lens enhancements are an additional $16-$175 • Frames: 20% discount on remaining balance
Contact Lenses (in lieu of glasses, per calendar year)	**$150 allowance** • Contact lens fitting & evaluation up to a $60 copay

Additional Savings:
- 20% off additional glasses & sunglasses
- Laser Vision Correction: Average 15% off retail price or 5% off promotional price
- VSP Lightcare: Non-prescription blue light filtering glasses covered-in-full after copay, up to frame allowance.

Search for a doctor online at www.vsp.com (be sure to select the VSP Choice network). See your VSP materials for out-of-network reimbursements.

Vision Discounts through EyeMed Vision Care: If you enroll in the Delta Dental plan, you also receive vision discounts through EyeMed Vision Care. For details, contact HR or visit: www.eyemedvisioncare.com/deltadental

Insurance Cards are not provided. Once enrolled, your social security number is your member ID. The group number is 30061573.

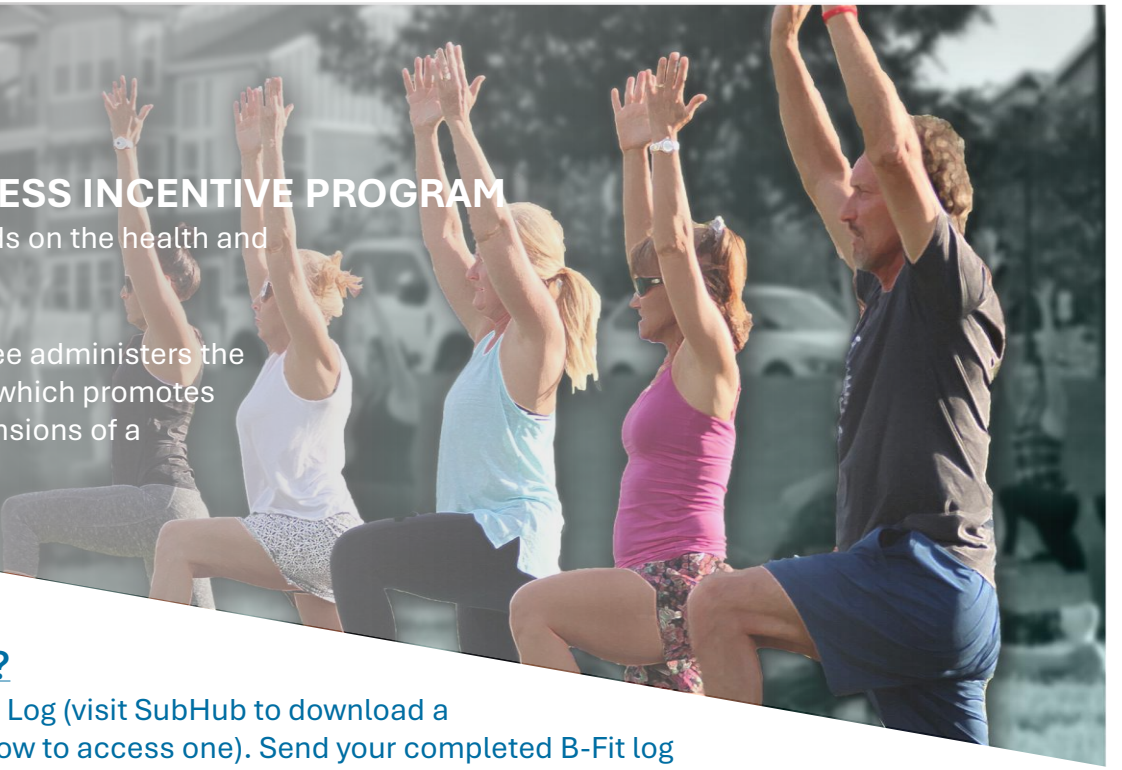
Your Premium (Bi-Weekly Paycheck)	VSP Choice Vision Plan	
	You Pay:	District Pays:
Employee Only	$1.07	$4.17
Employee + Spouse	$2.99	$5.40
Employee + Child	$3.10	$5.47
Employee + Family	$6.30	$7.51

SOUTH SUBURBAN
PARKS & RECREATION

EMPLOYEE B-FIT WELLNESS INCENTIVE PROGRAM

South Suburban's mission depends on the health and well-being of you!

The Employee Wellness Committee administers the B-Fit Wellness Incentive Program which promotes activities for employees in 5 dimensions of a well-rounded, healthy lifestyle.



HOW DO I PARTICIPATE?

Track your activities on your B-Fit Log (visit SubHub to download a B-Fit log or ask your supervisor how to access one). Send your completed B-Fit log to ssprdhr@ssprd.org by mid-October. Incentives will be awarded the following year.

Choose Your Wellness Incentive:

GIFT VALUED UP TO $25

Complete:

52 Activities in 3 of the 5 Wellness Dimensions

1 Monthly Challenge

2 Wellness Series Trainings, or any training that fits into a Wellness Dimension

GIFT VALUED UP TO $50

Complete:

52 Activities in 3 of the 5 Wellness Dimensions

1 Monthly Challenge

2 Wellness Series Trainings, or any training that fits into a Wellness Dimension

1 Wellness Exam (medical, dental, or vision)

$390* OFF ANNUAL MEDICAL PREMIUMS

Complete:

52 Activities in 3 of the 5 Wellness Dimensions

1 Monthly Challenge

2 Wellness Series Trainings, or any training that fits into a Wellness Dimension

1 Wellness Exam (medical, dental, or vision)

*For employees enrolled in the District's medical plan

5 Dimensions of a Well-Rounded, Healthy Lifestyle

Emotional
Manage feelings, enabling you to be more productive and make more meaningful contributions to your community.

Financial
Providing a sense of security and relief from financial stress.

Social
Connecting with others at work, at home and in the community.

Environmental
Awareness of the relationship between your individual health and your home, work and community.

Physical
Help increase your energy and improve your ability to accomplish daily tasks.

SOUTH SUBURBAN
PARKS & RECREATION

EMPLOYEE B-FIT WELLNESS INCENTIVE PROGRAM

COMMON QUESTIONS

DO ONLY SSPRD ACTIVITIES COUNT TOWARDS THE INCENTIVE REQUIREMENTS OR CAN I PARTICIPATE IN ACTIVITIES ON MY OWN?

Both count! You can log your personal workouts, any training classes, etc. As long as you're participating in an activity that fits into 1 of the 5 wellness dimensions, track it on your B-Fit log!

HOW DO I PARTICIPATE IN THE WELLNESS COMMITTEE'S CHALLENGES?

The Wellness Committee will email all staff about challenge details or you can also ask your manager. You can also navigate to SubHub while on the District's internal network to find an annual list of the Wellness Committee's challenge offerings.

WHAT IS A WELLNESS SERIES TRAINING?

A Wellness Series Training is an in-person or online course that is offered to employees by the Wellness Committee that covers a variety of important health-related topics. Wellness Series Trainings are offered throughout the year and you can find a list of scheduled Wellness Series Trainings on SubHub.

WHAT IS A B-FIT LOG AND WHERE CAN I GET ONE?

A B-Fit Log is a spreadsheet to help you track all of the activity requirements needed for you to work towards earning one of the B-Fit Wellness incentives. B-Fit Logs can be found by navigating to SubHub or you can ask your supervisor how to access one.

WHEN WILL I RECEIVE MY B-FIT WELLNESS INCENTIVE?

Log your activities on your B-Fit Log and send it to ssprdhr@ssprd.org by the due date listed on the log of the current calendar year. Incentives will be awarded after January 1 of the following calendar year.

I HAVE QUESTIONS ABOUT THE WELLNESS PROGRAM, WHO CAN I CONTACT?

You can navigate to SubHub to find out more about the Employee Wellness Incentive Program or you can email **ssprdhr@ssprd.org**

FLEXIBLE SPENDING ACCOUNTS

SET ASIDE PRE-TAX DOLLARS FOR THE YEAR

The purpose of the Flexible Spending Accounts (FSAs) is to provide you with the opportunity to deduct certain qualified expenses on a pretax basis, which can add up to a substantial amount of tax savings. *(See the pre-tax savings illustration in the box below.)*

FSAs act like bank accounts with automatic pretax deductions from your paycheck. You have two types of FSAs available to you:

1. **A Health FSA** to use for eligible health-related expenses;
2. **A Dependent Care FSA** to use for eligible child-care expenses or care for a dependent parent.

HOW THE FSAs WORK

During open enrollment, you elect a certain amount to be deducted from your paycheck pretax each bi-weekly pay period. You may deduct up to:

- Up to $3,500* for your **Health FSA**.
- Up to $7,500 per household per year for your **Dependent Care FSA** ($3,750 if you are married and file taxes separately).

As you incur eligible expenses, you are reimbursed for them with money from your account(s). The expenses may be incurred for you or for a qualifying dependent (those individuals who are eligible to be, and are claimed as, your dependents on your tax return.)

**Illustrative amounts, pending 2027 IRS contribution and rollover limits.*

IMPORTANT FSA REMINDERS

Keep in mind the following IRS Regulations when you determine the amount you elect for your FSA(s):

- **"Use It or Lose It" Rule:** If there is money left in your FSA at the end of the 2027 plan year, you may roll over a maximum of $700* to the next plan year. You forfeit any remaining money. So don't overestimate your FSA election!
- **No changes to elections during the plan year:** You may not make any changes to your FSA elections during the plan year unless you experience a qualifying change in family status.

Please take time to review this plan and be sure you understand what expenses are eligible under the FSAs before enrolling. For more information, review your Rocky Mountain Reserve FSA enrollment materials, or go to www.rockymountainreserve.com.

YOUR FSA IS MADE EASIER WITH YOUR RMR DEBIT CARD!

The Rocky Mountain Reserve Debit Card allows you to pay for eligible expenses at the point of service, eliminating the need to pay out-of-pocket and file claims for reimbursement for many expenses. With the card, most expenses will be automatically verified; however, you may need to submit receipts for some charges, so be sure to always save your receipts - just in case. If you choose to enroll in the FSA, you will receive your card in the mail a few weeks after enrolling.

PRETAX SAVINGS ILLUSTRATION:

After-Tax Contributions		
Gross Pay		$4,167
Taxable Income		$4,167
FICA/Medicare	-	$319
Federal Tax	-	$404
State Tax	-	$148
Net Pay		$3,296
Expenses for the Month		
Childcare	-	$416
Health Expenses	-	$50
Spendable Income		$2,830

Pre-Tax Contributions		
Gross Pay		$4,167
Expenses for the Month		
Childcare*	-	$416
Health Expenses*	-	$50
Taxable Income		$3,701
FICA/Medicare	-	$283
Federal Tax	-	$293
State Tax	-	$114
Spendable Income		$3,011
Monthly Savings		$181
Annual Savings		$2,172

The example to the left illustrates the pretax premium savings that an FSA plan offers based on a person who:

- is married,
- has one child,
- earns $4,167 per month,
- and spends $466 per month for childcare and health care expenses.

In the example, a savings of $181 per month ($2,172 per year) is realized.

Your own savings will depend on your age, marital status, the number of dependents you claim, etc.

*Paid pre-tax with an FSA

TIME AWAY FROM WORK

HOLIDAY LEAVE

The District observes 10 holidays each year.

- New Year's Day
- Martin Luther King Jr. Day
- Presidents' Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Day

PERSONAL LEAVE

Full-time employees are provided 4 personal days or 32 hours of personal leave each year (pro-rated for new hires). Employees may use this leave as they wish with prior approval from their supervisor. Personal leave is not an earned or accrued benefit. Any unused portion of personal leave cannot be carried over from year to year, nor is it paid at the time of separation.

VACATION LEAVE

Vacation leave is accrued according to your years of service with the District as per the below schedule. Vacation balance is paid at time of separation.

Employee Status:	Full-Time Employees (RFT)		
Eligible Years of Service	Annual Vacation Leave (Hours/Year)	Monthly Vacation Leave (Hours)	Maximum Accrual of Earned Vacation (Hours)
0-3 years	92.04 hours (11.5 days)	7.67	160 hours (20 days)
4-7 years	132 hours (16.5 days)	11.00	240 hours (30 days)
8-14 years	160.08 hours (20 days)	13.34	280 hours (35 days)
15+ years	176.04 hours (22 days)	14.67	320 hours (40 days)

PAID COMMUNITY SERVICE LEAVE

South Suburban supports employees who give back to the community. Full-time employees are provided 8 hours of paid Community Service Leave each year to volunteer with an eligible organization or participate in an approved community service activity. Please refer to the Volunteer Policy for eligibility, approval, and usage requirements.

SICK LEAVE

The District provides full-time employees with eight hours of sick leave per month and they may accumulate a maximum of 480 hours of sick leave. Time away from work pursuant to this policy will not be included in the calculation of overtime. In addition, unused sick time is not paid upon separation of employment.

Use of Sick Time

1) an employee has a mental or physical illness, injury, or health condition that prevents them from working;
2) an employee needs preventive medical care, or to get a medical diagnosis, or treatment, of any mental or physical illness, injury, or health condition;
3) an employee needs to care for a family member who has a mental or physical illness, injury, or health condition, or who needs the sort of care listed in category 2);
4) the employee or the employee's family member has been a victim of domestic abuse, sexual assault, or harassment, and the use of leave is to seek related medical attention, mental healthcare or other counseling, victim services (including legal services), or relocation;
5) due to a public health emergency, a public official has ordered the closure of either (A) the employee's place of business, or (B) the school or place of care of the employee's child, and the employee needs to be absent from work to care for the child;
6) an employee needs to care for a family member whose school or place of care has been closed due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected occurrence or the event that results in the closure of the family member's school or place of care;
7) an employee needs to grieve, attend funeral services or a memorial, or deal with financial and legal matters that arise after the death of a family member; or
8) an employee needs to evacuate the employee's place of residence due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected occurrence or event that results in the need to evacuate the employee's residence.

BENEFITS FOR YOUR FINANCIAL WELL-BEING

LIFE & ACCIDENT BENEFITS

South Suburban provides basic life and accidental death & dismemberment (AD&D) insurance at no cost to you.

Benefit Amount: Full-time employees have the following life and AD&D benefits.

Basic Life Benefit	1.5x annual salary Min. $50,000
AD&D Life Benefit (additional benefit paid in the event of an accidental death)	1.5x annual salary Min. $50,000

Your AD&D coverage for dismemberment (in the case of a loss of limb, sight, etc.) varies and is determined according to the extent of loss.

DISABILITY BENEFITS

South Suburban provides Short-Term Disability (STD) and Long-Term Disability (LTD) insurance at no cost to you.

Short-Term Disability - STD will pay a portion of your lost salary should you become disabled due to an accident or illness and are unable to work. STD benefits may pay up to a maximum of 13 weeks. After satisfying the elimination period of 14 days, the STD plan pays approved claims at a benefit equal to 66.67% of your regular weekly pay, to a maximum benefit of $2,500 per week.

Long-Term Disability - If your disability continues beyond 90 days, you may be eligible for LTD. The LTD plan provides replacement for up to 66.67% of your monthly salary to a maximum of $11,000 per month.

RETIREMENT PLANS

South Suburban has established the 457(b) and 401(a) retirement plans to help you prepare for your financial future. Our current vendor is Principal Financial.

457(b) Deferred Compensation Plan – This tax deferred compensation retirement plan allows full-time employees to contribute via automatic paycheck deductions to a pretax account or a post-tax Roth account. Principal offers a variety of fund choices to invest your election deferral, and you may enroll, cancel or change your election deferral at any time. If you do not submit a specified election amount, the District will automatically withhold 4% and automatically increase on or after each first day of the Plan Year by 1% up to a maximum of 12% of your compensation each payroll period. If you have any questions concerning the application of this automatic contribution provision, please contact HR.

401(a) Plan – SSPRD maintains a Money Purchase Retirement Plan for full-time employees. The District will contribute an amount equal to 5% of your current regular salary each pay period. There is no employee contribution required to receive the 5% employer contribution and the contribution vests after you have reached 3 years of service with the District. Though the plan is funded by the District, employees must elect to enroll and select fund choices to participate.

In addition to the 5% contribution the District makes to your 401(a) plan, the District will also match 100% of the first 4% you contribute to your 457(b) retirement plan. The matching contributions also vest after you have reached 3 years of service with the District.

BENEFITS FOR YOUR MENTAL WELL-BEING

EMPLOYEE ASSISTANCE PROGRAMS

South Suburban offers two Employee Assistance Programs (EAPs) as a free resource to help you address the many personal issues and concerns that arise in life, such as stress, relationships, depression, grief and loss, and substance abuse. Your EAPs are completely confidential and are available 24 hours a day, seven days a week, including holidays.

MINES & Associates EAP - You and your household members have up to six face-to-face or telephonic counseling sessions through MINES & Associates at no cost. Access the EAP at www.minesandassociates.com. You may also call 1 (800) 873-7138.

To register for an online account, visit the MINES website and click on the green "Access Your EAP Services" icon in the top right corner. Then, click on the purple "Personal Advantage" link and select "Register". Use the company code "**ssprd**" and fill in your personal information.

Mutual of Omaha EAP* - Eligible employees have up to five face-to-face sessions for each family member. To learn more about the Mutual of Omaha Employee Assistance Program, visit mutualofomaha.com/eap, or talk with a specialist at 1.800.316.2796.

All EAP services are free, confidential, and accessible to all employees and their household members. When a member calls in to access services, they can now choose text-based counseling, in addition to the traditional face-to-face, telephonic, and video options. Once registered, they will be connected to a dedicated counselor and can begin texting and sending video/audio clips to their counselor day or night. The counselor will respond once a day, 5 days week.

** Offered to employees and their covered dependents who are full-time benefit eligible and covered under the Long-Term Disability coverage.*

ONLINE MENTAL HEALTH SUPPORT APPS

If you are enrolled in either of our Cigna medical plans, you can download and access these apps for free.

iPrevail - Help is available 24/7 and consists of a unique mental health network available to you on any device. Getting started is easy. Take the online assessment, choose a program, access support tools. Visit my.cigna.com/web/public/iprevail to login to iPrevail with your myCigna account.

Happify Health – Using science-based games and activities, Happify helps people overcome stress and negative thoughts while building resilience. Happify is fun, free, quick and easy. Sign up today at www.happify.com/cigna.

REAL-TIME SUPPORT VIA VIDEO OR TEXTING

If you are enrolled in either of our Cigna medical plans, there are tools to help you and your enrolled family members.

Talkspace - Provides virtual access to a dedicated licensed therapist via text, video, and audio messaging. Connect via smart phone, tablet or computer. Get matched to a therapist today, visit www.talkspace.com

Headspace Care – You or your covered family members can virtually connect with a certified coach via text or app. Learn to manage anxiety, depression and daily stressors. When needed your coach can add a licensed therapist or psychiatrist to your care team. Visit https://organizations.headspace.com/partnerships/cigna to get started.

Bend Health – Bend Health offers support for mental health, behavioral health and substance use for kids and teens. With a family first approach to care, parents and caregivers can stay engaged in the care plan. Visit www.bendhealth.com to get care now.

OTHER EMPLOYEE BENEFITS

South Suburban Parks and Recreation offers the following additional benefits to eligible employees. Please contact HR for eligibility requirements or for assistance with any of the South Suburban Parks and Recreation offered benefits.

ID THEFT RECOVERY COVERAGE

The ID Theft benefit offered by The Special District Association Insurance Pool will cover up to $25,000 of the cost involved in correcting a misuse of your identity. This coverage does not reimburse you for money stolen or fraudulently charged to the employee. For information, contact HR.

WILL PREPARATION SERVICES*

Mutual of Omaha offers an online interactive tool to help employees and their spouses create a will and other legal documents step-by-step. To access these services, create a secure online account at www.willprepservices.com (use code: MUTUALWILLS)

WORLDWIDE TRAVEL ASSISTANCE*

These services are brought to you with Mutual of Omaha, services provided by *AXA Assistance USA*. *Travel Assist program* includes 24/7 assistance when you're going to be 100 miles from home. US toll free: 1.800.856.9947 | Outside of the US call collect: 1.312.935.3658.

Services include:

- Pre-Trip Assistance: passport , visa, other needed documentation. Travel, health advisories and inoculation requirements. Weather forecasts. Foreign currency exchange rates. Consulate and embassy locations. Translation services for emergency situations.
- Emergency Travel Support Services: Telephonic translation and interpreter services. Locate legal services, baggage assistance for lost, stolen, or delayed baggage. Emergency payment and cash advance funding assistance. Emergency messages. Document replacement, vehicle return if evacuation or repatriation is necessary.
- Medical Assistance: Locate providers, communicate medical status with family, physicians, employer, travel company and consulate. Emergency evacuation, transportation home.
- ID Theft Assistance: Education, coordination, and recovery.

** Offered to employees and their covered dependents who are full-time benefit eligible and covered under the basic life and AD&D coverage.*
*** Offered to employees and their covered dependents who are covered by one of the Cigna medical plans.*

DISCOUNTED HEALTH AND WELLNESS SERVICES**

Cigna's *Healthy Rewards* program offers members discounts on weight management and smoking cessation programs, chiropractic care, anti-cavity products, power toothbrushes, fitness club memberships and more. To access *Healthy Rewards*: go to *www.CIGNA.com/rewards* (password: savings) or call 1.800.258.3312.

TUITION REIMBURSEMENT

South Suburban encourages employees to broaden their knowledge and skills by continuing their education. Courses taken at an accredited college or university, ideally towards a degree program that supports their role at South Suburban, may be reimbursed. The District will reimburse up to a maximum of $2,500 per calendar year for full-time employees for tuition only. Reimbursements will be approved within the program's criteria on a first-come basis when funding is available.

LEADERSHIP ACADEMY

The South Suburban Parks and Recreation Leadership Academy was created to provide employees with lifelong meaningful learning opportunities. The skills and knowledge gained will prepare employees to be successful in their roles at SSPRD as they build their current and future careers. The benefit provides employees with a multitude of learning opportunities that allow the employees to grow and build engagement in learning while developing important personal and career-oriented skills.

SSPRD Mentorship Program

The SSPRD Mentorship Program supports employee growth by connecting employees with experienced colleagues who can share knowledge, broaden District awareness, encourage reflection and help participants pursue meaningful development goals.

Program Goals:

- Support professional and leadership development.
- Increase understanding of SSPRD operations, resources and career paths.
- Transfer institutional knowledge and lessons learned.
- Strengthen cross-department relationships and internal networks.
- Provide development experiences that support succession planning and employee engagement.

RECREATION & FACILITY DISCOUNTS

Full-Time Employees

The following recreation and facility benefits and discounts are made available to full-time employees and their immediate family members.

BENEFIT	DETAILS
Restaurant Meal Discount	• 50% off at South Suburban restaurants (for all employees and immediate family members of full-time employees; includes entree items only, does not include pre-packaged foods, alcohol, specials or turn menu. Discount not valid during events.)
Recreation Centers, Sports Complex, Sports Dome & Swimming Pools	• Free daily admission • Free admission to court/turf during drop in
Batting Cages	• One token for $0.25 or $15/hr. cage rental
Golf	• Littleton: Nine holes for $8.00; 18 holes for $16.00 (includes range balls) • Lone Tree: Nine holes for $10.00; 18 holes for $20.00 (includes range balls) • South Suburban: Nine holes for $8.00; 18 holes for $16.00 (includes range balls) • Family Sports: Nine holes for $5.00 (includes range balls) • Cart Rental is an additional $6.00 for 9 holes, $12 for 18 holes • Full-Time Employees may reserve tee times 5 days in advance at noon (same as non-residents). Employee rate only valid when reserved under employee ID, otherwise full rate will be charged.
Miniature Golf	• Colorado Journey and Family Sports (miniature golf): $1.00 daily unlimited
Indoor/Outdoor Tennis and Outdoor Pickleball	• Free • Courts may only be reserved for same-day play if space is available. No block time usage. Courts may not be used for instructional purposes.
Public Ice Skating	• Employees pay the District Residential Rate when rink is at/near capacity. Otherwise, rentals and entry may be free
Hockey/Fun Pass	• Free Entertainment Center Fun Pass (FSC) • Adult or In-House Recreational Youth Hockey: 50% discount
District-Taught Classes	• Class may be free to the employee & family members based on available space (excluding the cost for materials, maintenance of equipment, uniforms, private contractor fees, and other District out-of-pocket costs). Contact Registration for pricing, class distinction and questions. Classes taught by contract instructors are available at resident rates.
Athletic & Sports Dome	• Youth Leagues: Employee pays 10% of the District program cost. Any other costs associated with participation is the full responsibility of employee
Child Care** (for dependents of employees)	• Day Camps/Preschool Programs: Register at full District Resident Rate. If class does not reach maximum capacity, a refund of 10% will be given.
Pro Shop Merchandise	• Employees pay wholesale cost plus 10%
Lone Tree Hotel (Part-time occasional employees must pay full rates)	• $69 per night for employee & immediate family; 30% off best available rate per night for extended family (two rooms per stay; maximum seven nights per year; space available basis)
Personal Training and Private Pilates Reformer Packages	• 10% discount
Recognition of Twenty-Year Employees Policy	• Full-time employees who separate from the District in good standing after 20 continuous years of full-time service are eligible to receive lifetime passes. These passes grant the former employee and one designated family member (spouse, significant other, or immediate family member) access to SSPRD programs, activities, and facilities under the same terms and conditions as current full-time employees. This benefit applies only to the eligible employee and their designated family member, is non-transferable, and may be revoked at any time by the Executive Director. The benefit ends upon the employee's death.

All benefits are extended to immediate family members of full-time employees only. Immediate family member is defined in the SSPRD medical plan document. Benefits may be revoked by the Executive Director at any time.

** Day Camps -- a 10% discount may be provided to employees if the class does not fill. Employees will be charged Residential Rate until class size is finalized. Licensed Child Care Programs – a 10% discount may be provided to employees if the class does not fill. Employees will be charged Residential Rate until class size is finalized.

For Information On...	Company	Contact	Website
Medical Plans	Cigna Group #: 00605129	Member Services: 1.866.494.2111 Pharmacy: 1.800.285.4812	www.mycigna.com
Dental Plan	Delta Dental of Colorado Group #: 6839	Delta Dental Customer Service: 1.800.610.0201 EyeMed Vision Discounts: 1.866.246.9041	Delta Dental: www.deltadentalco.com EyeMed: www.eyemedvisioncare.com/deltadental
Vision Plan	Vision Service Plan (VSP)	800.877.7195	www.vsp.com
Flexible Spending Accounts	Rocky Mountain Reserve	1.888.722.1223 Submit FSA claims to: P.O. Box 631458 Littleton, CO 80163 OR Online	www.rockymountainreserve.com
Employee Assistance Program (EAP)	Mines & Associates Company Code: ssprd	1.303.832.1068	www.minesandassociates.com
Employee Assistance Program (EAP)	Mutual of Omaha	1.800.316.2796	www.mutualofomaha.com/eap
Life/AD&D & Disability	Mutual of Omaha Group #G000CSLG	1.800.775.6000	www.mutualofomaha.com
Retirement Plans	Principal Financial Group 401(a) Group #: 407386 457 (b) Group #: 7-09699	1.800.547.7754	www.principal.com

ADDITIONAL INFORMATION ONLINE

Visit SubHub at www.ssprd.org/employees

QUESTIONS?

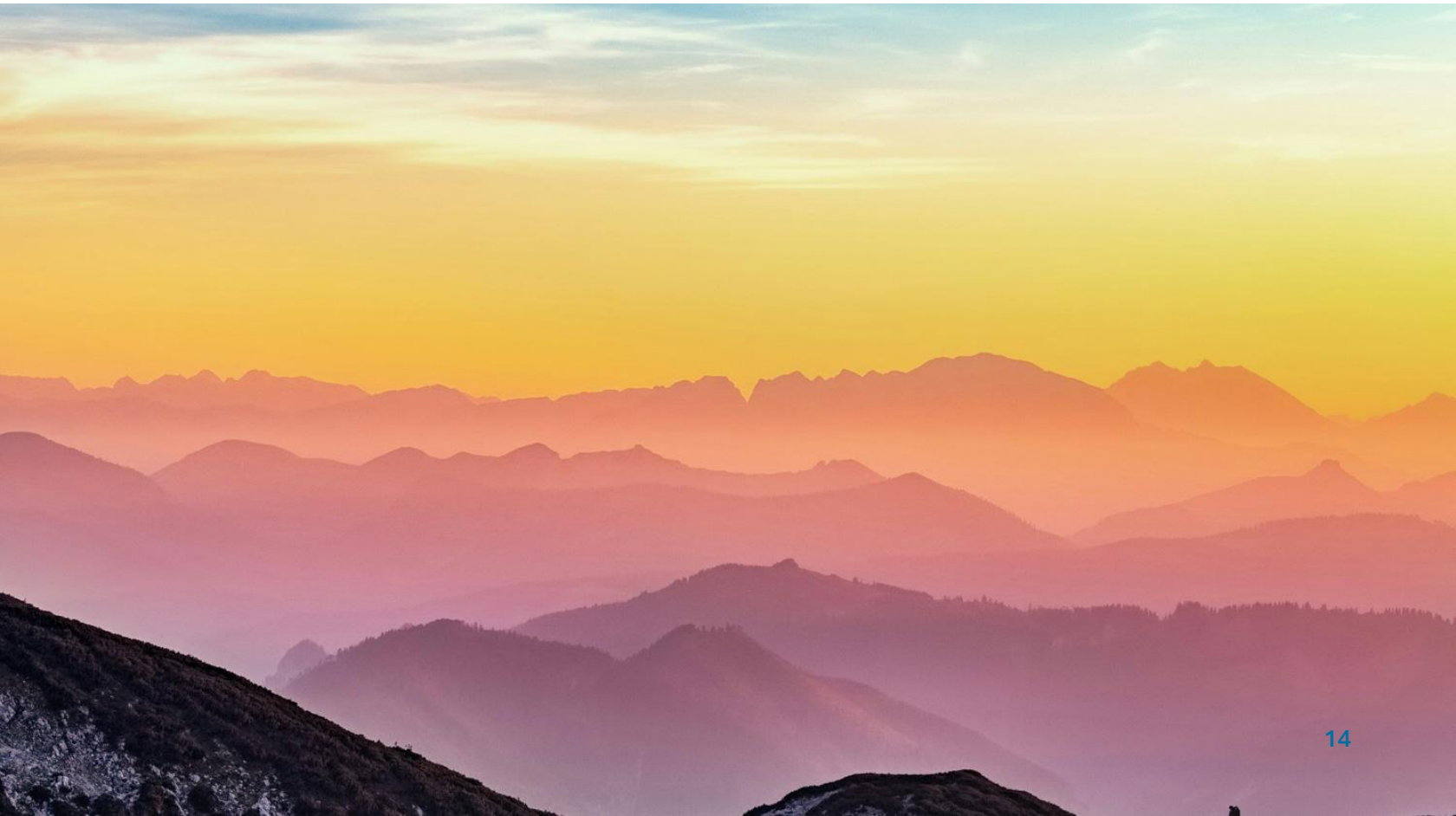
Contact HR at ssprdhr@ssprd.org

SOUTH SUBURBAN PARKS & RECREATION

IMPORTANT PLAN INFORMATION

What you need to know about the “No Surprises” Rules

The “No Surprises” rules protect you from surprise medical bills in situations where you can’t easily choose a provider who’s in your health plan network. This is especially common in an emergency situation, when you may get care from out-of-network providers. Out-of-network providers or emergency facilities may ask you to sign a notice and consent form before providing certain services after you’re no longer in need of emergency care. These are called “post-stabilization services.” You shouldn’t get this notice and consent form if you’re getting emergency services other than post-stabilization services. You may also be asked to sign a notice and consent form if you schedule certain non-emergency services with an out-of-network provider at an in-network hospital or ambulatory surgical center.

The notice consent form informs you about your protections from unexpected medical bills, gives you the option to give up those protections and pay more for out-of-network care, and provides an estimate of what your out- of-network care might cost. You aren’t required to sign the form and shouldn’t sign the form if you didn’t have a choice of health care provider or facility before scheduling care. If you don’t sign, you may have to reschedule your care with a provider or facility in your health plan’s network.

This applies to you if you’re a participant, beneficiary, enrollee, or covered individual in a group health plan or group or individual health insurance coverage, including Federal Employees Health Benefits (FEHB) plan.