

## **WYOMING COMMUNITY DEVELOPMENT AUTHORITY BENEFIT SUMMARY**

### Health Insurance (GREAT WEST)

Pre-existing conditions may apply

Individual - \$350 deductible, 80/20 to \$10,000 co-insurance

Family - \$700 deductible, 80/20 to \$20,000 co-insurance

Wellness covered at 100% up to \$500/year

Prescription drug coverage

- Pharmacy 30 day supply – generic \$10.00 co-pay, preferred \$20.00 co-pay, non-preferred \$40.00
- Mail order 90 day supply – generic \$15.00 co-pay, preferred \$30.00 co-pay, non-preferred \$60.00

### Dental Insurance (DELTA DENTAL)

Preventative Services 100%, once every six months

Minor Services 50%

Major Services 50%

Annual Limit of \$1,250

\$50 Individual Deductible/\$100 Family Deductible

### Life Insurance

\$50,000

100% of the premium for health, dental and life insurance is paid by WCDA for the employee. Employee is responsible for 15% of the total premium for employee plus one or family coverage, if elected. After 2 years of employment family coverage is paid by WCDA at 100%. Employee coverage starts the first of the month after their start month.

### US Life

\$50,000 policy paid by WCDA

### VSP Vision Insurance

WCDA pays for employee coverage (Approx cost for spouse or 1 child is \$4.84/month, full family is \$17.20/month)

\$25.00 exam co-pay, discounts on lenses, frames, and contact lenses.  
Services obtained from participating providers receive a higher benefit.

### State of Wyoming Retirement Plan

11.25% of gross income paid by WCDA

### Deferred Compensation Plan

WCDA matches the employee's optional contribution after the first year of employment

Year 2 – 20% match

Year 3 – 40% match

Year 4 – 60% match

Year 5 – 80% match

Year 6 and beyond – 100% match

Long Term Disability paid by WCDA

Long Term Care Policy is available to employees at their expense for the first 5 years of employment, after 5 years of employment a basic policy is paid by WCDA

### Flexible Spending Account

Employees may contribute to a flexible spending account for medical expenses or child care expenses. All contributions are made pre-tax.

### Vacation

Vacation accrues on a monthly basis as follows:

0 months to 48 months (0 to 4 years) - 8 hours per month

49 months to 108 months (5 to 9 years) – 10 hours per month

109 months to 168 months (10 to 14 years) – 12 hours per month

169 months to 228 months (15 to 19 years) – 14 hours per month

229 months or more (20 to 99 years) – 16 hours per month

### Sick Time

Sick time accrues at a rate of 8 hours per month

## Holidays

New Years Day, Equality Day, Presidents Day, Memorial Day, 4<sup>th</sup> of July, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day.

All employees received their actual birthday day as a paid Holiday

WCDA is covered by both unemployment and workers compensation insurances.

WCDA has a travel life insurance policy on all employees who travel for work related business.