



# ECUA Benefits 2020

## Primary Benefits

- Medical Insurance
- Dental Insurance
- Life Insurance
- Long Term Disability Insurance
- Florida Retirement System (FRS) Membership

**Medical Insurance** ECUA’s medical insurer is Florida Municipal Insurance Trust (FMIT). FMIT contracts with UnitedHealthcare to administer claims and provide a range of member services. Employees have a choice of two health plans. One plan has a more traditional design and the other is a high deductible health plan (HDHP) which allows for health savings account (HSA) participation. For both plans, ECUA pays a percentage of the premium for employee and dependent coverage. The core features of each plan and the rates for the employee-paid portion of the premium are presented on page 2. Medical insurance coverage is effective the first of the month following completion of 30 days of employment.

Medical Insurance Plan Type	FMIT/UHC Plan 5 (HSA) - HDHP Paid by Employee	FMIT/UHC Plan 14 Paid by Employee
Employee	\$ 15.00 per month	\$ 30.00 per month
Employee + Spouse	\$ 364.52 per month	\$ 453.84 per month
Employee + Child(ren)	\$ 309.40 per month	\$ 376.94 per month
Employee + Family	\$ 392.10 per month	\$ 519.62 per month

**Health Savings Accounts (HSA)** A health savings account is an interest-earning account employees can use to pay for eligible health care and related expenses. ECUA and employees can contribute to a HSA. Employee contributions are made pre-tax, earnings through investments are tax-free, and withdrawals for qualified expenses are tax-free. To participate in a HSA, an employee must elect the high deductible health plan (HDHP). When that happens, ECUA will contribute up to \$950/Individual and \$1,375/Family into the employee’s health savings account for the calendar year. ECUA contributions made during the calendar year are prorated according to hire date. HSA annual contribution limits are determined by the Internal Revenue Service. For 2020, the limits are \$3,550 for individual coverage and \$7,100 for family coverage. In addition, if age 55 or over, the IRS allows a catch-up contribution of up to \$1,000. Another great feature of HSAs is account balances roll over each year. Specific eligibility requirements apply for HSA participation.

**Dental Insurance** Aetna is our dental insurer. A Low Option plan is offered with a \$1,000 annual maximum. ECUA also offers a High Option plan with a \$1,500 annual maximum. Both plans include the Preventive Incentive Program whereby the costs of Class I services (preventive and diagnostic) are not deducted from the annual maximum. In addition, employees may elect coverage for dependents. Dental insurance coverage is effective the first of the month following completion of 30 days of employment.

Dental Insurance Plan Type	Low Option Plan \$1,000 Annual Maximum	High Option Plan \$1,500 Annual Maximum
Employee Only Coverage	\$2.78 per month	\$ 6.48 per month
Dependent Coverage	\$44.46 per month	\$54.47 per month



**Life Insurance** Our life insurer is The Standard Insurance Company. ECUA provides a Basic Life benefit of \$50,000 or one-times (1x) annual salary, whichever is greater. Employees may purchase Additional Life coverage equal to 1x, 2x, 3x, or 4x annual earnings (i.e., base earnings). If enrolled within 31 days of the eligibility date, the Guarantee Issue amount is \$250,000. The Guarantee Issue maximum is \$450,000 (Basic + Additional). Overall life insurance maximum is \$650,000. Also, employees may elect Dependent Life coverage for spouse and children. Life insurance coverage is effective the first of the month following completion of 30 days of employment.

**Long-Term Disability (LTD) Insurance** The Standard Insurance Company is our long-term disability insurer. ECUA provides a base long-term disability benefit for all employees. New employees are eligible for coverage effective the first of the month following completion of 30 days of employment. Provisions of the base plan include:

- A benefit payment that is 60% of your monthly earnings (not including overtime), up to a maximum of \$5,000 per month.
- Benefits which are payable after 180 days of disability (6-month benefit waiting period).
- A work-life balance employee assistance program and a emergency travel assistance program.

**Florida Retirement System (FRS)** ECUA employees may choose membership in the Pension Plan or the Investment Plan with the FRS. ECUA contributes 8.26% (based on earnings) into either plan. A FRS member is required to make a 3% employee contribution which is deducted from earnings on a pre-tax basis. Re-employed FRS retirees and Deferred Retirement Option Program (DROP) participants are not subject to this requirement.

An employee who elects the Pension Plan is vested after eight (8) years of service, and an employee who elects the Investment Plan is vested after one (1) year of service. If an employee elects the Pension Plan, he or she may retire with full benefits on the earlier of age 65 and at least 8 years of service or after completing 33 years of service, regardless of age. An employee who elects the Investment Plan may consider distribution options after one year of service. More information about your retirement plan is available at [myFRS.com](http://myFRS.com).

**Online Enrollment - [www.myBenTek.com/myECUA](http://www.myBenTek.com/myECUA)** The benefits online enrollment system is designed to assist employees with making benefit elections during our annual open enrollment period and changes due to mid-year qualifying events, as well as provide a range of benefits-related information and resources. The online system is accessible from any device with Internet capability. More details will be provided during new employee benefits orientation.

## **Voluntary Benefits**

- *Short Term Disability*
- *Flexible Benefits Plan and Flexible Spending Accounts*
- *Vision Plan*
- *Deferred Compensation Plans*

**Short-Term Disability (STD) Insurance** The Standard Insurance Company is our short-term disability insurer. Employees may voluntarily elect this benefit which provides disability coverage due to sickness or injury after a benefit waiting period of 21 days. New employees are eligible for coverage the first of the month following completion of 30 days of employment. Plan features include:

- A benefit payment that is 60% of your weekly earnings (not including overtime), up to a maximum of \$1,000 per week.
- To provide coverage during the 180-day benefit waiting period in the LTD plan, the STD benefit is payable for up to 23 weeks.



**Flexible Benefits Plan** WageWorks is the plan's administrator. One part of the plan allows employees to have premiums for several elected benefits deducted pre-tax: medical insurance, dental insurance, additional life insurance, vision insurance, and eligible supplemental AFLAC elections. The other part of the flexible benefits plan allows employees to participate in a tax-advantaged cost-saving benefit, **flexible spending accounts**. Employees contribute pre-tax dollars and save FICA (social security) and income taxes on these contributions. The plan year maximum is \$2,650 for a health care spending account or a limited health care spending account, and for the dependent care reimbursement account, the calendar year maximum is \$5,000. Employees are eligible to participate in flexible spending accounts after completing one year of employment. The Flexible Benefits Plan allows for an automatic pre-tax deduction of all eligible premiums.

**Vision Plan** ECUA offers a voluntary vision plan with Metlife Insurance Company as the insurer. The plan offers a network of private and retail providers, and it includes the following features and service frequency: vision exam, lenses, and contact lenses (every 12 months) and frames (every 24 months). If elected, the coverage is effective the first of the month following completion of 30 days of employment. The four-tiered premium structure is as follows: Employee Only \$4.84; Employee + Child(ren) \$10.46; Employee + Spouse \$9.84; Family \$14.14

**Deferred Compensation Plans** ECUA offers employees the option to participate in a deferred compensation plan with Mass Mutual and/or VALIC. Both plans are employee contributory only.

## **Programs**

- *Employee Assistance Program (EAP)*
- *Healthy Choices Reimbursement Program*
- *Tuition Reimbursement Program*

**Employee Assistance Program** The program, offered through The Standard Insurance Company, is available for employees when they need a little help managing their personal lives. In addition to face-to-face assessment and consultative sessions, the program also provides over-the-phone consultation and online access to EAP services. EAP services are available for covered employees, their dependents, including children to age 26, and all household members.

**Healthy Choices Reimbursement Program** The ECUA is committed to supporting an environment of health and wellness. As an incentive, this program reimburses employees who join a gym or enroll in fitness classes, participate in weight management programs, complete tobacco cessation programs, and purchase tobacco cessation aids. Approval for reimbursement is in accordance with program requirements and guidelines.

**Tuition Reimbursement Program** This program is designed to promote continuing education by offering financial assistance. The program reimburses fees for job-related courses, training, licenses and certifications that will benefit the organization by increasing employees' competence in current positions and by preparing them for future opportunities offered by the ECUA. Approval for reimbursement is in accordance with the requirements and provisions of the program.



## Policies

- Annual Leave
- Sick Leave
- Holidays

**Annual Leave** Annual leave is accumulated in accordance with the following schedule:

- Up to 5 years ----- 8 hours per month
- 6 to 10 years ----- 10 hours per month
- 11 to 15 years ----- 12 hours per month
- 16 to 20 years ----- 14 hours per month
- 21 to 25 years ----- 15 hours per month
- 26 + years ----- 16 hours per month

A total of 328 hours of annual leave is the maximum accumulation that can be carried over from one year to the next, based on the employee's anniversary date. Upon retirement, employees are entitled to be paid up to a maximum of 328 hours of annual leave. Accrued annual leave is available for use after three months of employment.

**Sick Leave** Sick leave is accumulated at the rate of ten hours per month. There is no annual maximum accumulation for sick leave. Upon retirement, employees are entitled to be paid one-half of accumulated sick leave, up to a maximum of 576 hours. Accrued sick leave is available for use after three months of employment.

**Holidays** ECUA's holiday calendar includes three floating holidays and the following nationally recognized holidays. Floating holiday leave\*\* is available for use after three months of employment.

New Year's Day	Independence Day
Martin Luther King, Jr. Day	Labor Day
President's Day	Thanksgiving & Friday after Thanksgiving
Memorial Day	Christmas Eve & Christmas Day

\*\* In lieu of the 3 Floating Holidays, all Customer Service employees (excluding the Atrium Receptionists) will observe the following holidays:

Good Friday  
Veteran's Day  
New Year's Eve