

## GMT – **Administrative** Benefit Summary

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### Health Benefits

**Medical Insurance – Allegiant Care** - Cigna Open Access Plan; GMT pays **92.50%** of the premium; employees pay **7.50%** for the calendar year 2022. Total out of pocket in-network is \$2,000 (individual)/\$4,000 (2-person/family). New hire eligibility is first of the month following hire. Standard care costs are as follows:

Type of Care	Cost to Member
<b>Preventative Care</b>	\$0 copay
<b>PCP Visit (other than preventive)</b>	\$20 copay/visit
<b>Outpatient Surgical Procedure</b>	\$150 copay/visit
<b>CAT/PET/MRI Scans at outpatient facility</b>	\$100 copay/scan
<b>Routine Lab/X-ray</b>	No charge
<b>Hospital Stay</b>	\$500 copay/admission
<b>Emergency Room</b>	\$100 copay/visit
<b>Annual Deductible (Network Provider)</b>	\$0 Individual/\$0 Family
<b>Annual Deductible (Out-of-Network Provider)</b>	\$250 Individual/\$500 Family
<b>Medical Out-of-Pocket Maximum (Network)</b>	\$2,000 Individual/\$4,000 Family
<b>Medical Out-of-Pocket Maximum (Out-of-Network)</b>	\$4,000 Individual/\$8,000 Family

ALLEGIANT CARE Teamsters RX Prescription Plan Summary:

Types of Prescriptions		
Benefit	Retail (Up to 30-day supply)	Mail Order (Up to 90-day supply)
Generic	Lower of Usual/Customary or \$15 copay	Lower of Usual/Customary or \$15 copay
Brand Name	\$25 copay	\$25 copay (only available when generic is not available)
Brand Name if Generic is Available	\$25 Brand copay + different between brand and generic	Not available
Specialty Drugs Limited to 30-day supply	Not available through retail	\$25 copay Available through Express Scripts
Diabetic Lancets/Test Strips	Not available through retail	\$15 copay

**Dental Insurance** – ALLEGIANT CARE – GMT pays **92.50%** of the premium.

**Vision Insurance** – Davis Vision – GMT pays **92.50%** of the premium.

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**Vision expenses** – GMT reimburses up to a maximum of \$250.00 per employee (including family) for a three-year period.

### Premium Costs for Calendar Year 2022: effective January 1, 2022 Annual Premium Costs and Employee Biweekly Deductions

#### Medical, Prescription, Dental, and Vision Coverage

Coverage Level	Single	Employee and Child(ren)	Employee and Spouse	Family
Annual Premium	\$11,244.00	\$18,336.00	\$23,736.00	\$29,976.00
Employee Deduction	\$32.43	\$52.89	\$68.47	\$86.47

#### Medical and Prescription Coverage

Coverage Level	Single	Employee and Child(ren)	Employee and Spouse	Family
Annual Premium	\$10,632.00	\$16,968.00	\$22,416.00	\$28,068.00
Employee Deduction	\$ 30.67	\$ 48.95	\$64.66	\$ 80.97

#### Dental and Vision Coverage

Coverage Level	Single	Employee and Child(ren)	Employee and Spouse	Family
Annual Premium	\$612.00	\$ 1,368.00	\$1,320.00	\$ 1,908.00
Employee Deduction	\$ 1.77	\$3.95	\$3.81	\$ 5.50

### *Financial Benefits*

**Short Term Disability (STD)** – Principal Insurance Co. – GMT pays 100% of the premium. STD pays you a portion of your wages to help minimize the financial burdens that may result from an extended non-work-related accident or illness.

**Long Term Disability (LTD)** –GMT pays 100% of LTD premium. The purpose of the LTD Plan is to provide continued income to eligible employees in the event he or she is unable to work due to non-work-related injury or illness.

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**Life Insurance/ Accidental Death & Disability Insurance** –GMT pays 100% of the premium for \$50,000 policy per employee, \$5,000 for employee’s spouse, and \$2,500 for dependents.

**457 Plan** - American Funds/Vanguard - Employee’s plan. Upon employment, employees are eligible to make pre-tax contributions via payroll deductions to a 457-retirement plan.

**401(a) Plan** – American Funds/Vanguard - After one year of service (at least 1,000 hours of service), and for employees contributing to the 457 plan, GMT will contribute to a 401(a) - retirement plan. A minimum employee contribution of 3% will be matched by GMT at 5%, a 5% employee contribution is matched by GMT at 7%.

**Section 125** – The plan is designed to give individuals tax advantages to offset health care and dependent care costs. Employees may set aside up to \$2,750.00 for any ineligible medical, dental, and/or vision expenses the insurance plans do not cover.

For any employee eligible for GMT’s health insurance plan who elects to decline coverage, employer shall contribute two thousand dollars (\$2000) per year to be split into 26 payments that are added to the employee’s paycheck.

### *Time Away from Work Benefits*

**Combined Time Off** - Each Full-Time Employee shall earn Combined Time Off (CTO) per pay period at a rate based on years of service. Time shall be accrued from date of hire. During the first 90 days of employment, a full-time employee will accrue, but is not eligible to receive paid vacation leave, unless s/he receives advance approval from his/her manager.

- 1st through 5th year: 8.67 hours per pay period
- 6th through 12th year: 10.84 hours per pay period.
- 13th through 24th year: 12.33 hours per pay period.
- 25th through 30th year: 14.50 hours per pay period.
- 30th year and beyond: 16.00 hours per pay period.

### *Miscellaneous Benefits*

**Bus Passes** – Employees and their spouses and dependents are eligible for free bus passes. In addition, Vermont Transit offers all GMT employees discounted tickets on their routes as a professional courtesy.

**Tuition Reimbursement** – Employees who have completed one year of full-time continuous employment are eligible. GMT will reimburse up to 85% of tuition upon submission of grades of “B” or better. This benefit is budget-sensitive and must be applicable to your work at GMT and must be pre-approved by the General Manager.