

Maintenance Benefit Summary: Calendar Year 2024

Health Benefits

Medical Insurance – Allegiant Care: Standard Plan (Cigna NGA7B) – GMT pays **100%** of the premium for all coverage plans.

- New hire eligibility is first of the month following hire.
- Annual Deductible (In-Network): \$0 (individual)/\$0 (family)
- Annual Deductible (Out-of-Network): \$250 (individual)/\$500 (family)
- Out-of-Pocket Maximum (In-Network): \$2,000 (individual)/\$4,000 (family)
- Out-of-Pocket Maximum (Out-of-Network): \$4,000 (individual)/\$8,000 (family)

Type of Care	Cost to Member (In-Network)
Preventative Care	No charge
PCP Visit (other than preventive)	\$20 copay/visit
Specialist Visit	\$25 copay/visit
Chiropractor	\$25 copay/visit, up to 34 visits/year
Urgent Care Facility	\$25 copay/visit
Emergency Room	\$100 copay/visit, waived if admitted
Ambulance Transportation (medically necessary)	No charge
Outpatient Hospital Services, Procedures, & Surgeries	\$150 copay/visit
Inpatient Hospital Services & Surgeries	\$500 copay/admission
Outpatient CAT/PET/MRI Scans	\$100 copay/scan
Preventive and Diagnostic Lab Services	No charge
X-Ray Services	No charge

RX Prescription Insurance – Allegiant Care: OptumRx – GMT pays **100%** of the premium for all coverage plans.

- Annual Deductible (In-Network): \$0 (individual)/\$0 (family)
- Out-of-Pocket Maximum (In-Network): \$2,500 (individual)/\$5,000 (family), retail and mail order combined.

Type of Prescription	Retail (Up to 30-day supply)	Mail Order (Up to 90-day supply)
Generic Drugs	\$15 copay/prescription	\$15 copay/prescription
Brand Name Drugs (No Generic Available)	\$25 copay/prescription	\$25 copay/prescription
Brand Name Drugs (Generic Available)	\$25 brand copay + difference between brand and generic	Not available
Specialty Drugs Limited to 30-day supply	Not available through retail	\$25 copay Available through OptumRX
Diabetic Lancets/Test Strips	Not available through retail	\$25 copay/prescription

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Health Benefits (Continued)

Dental Insurance – Allegiant Care – GMT pays **100%** of the premium for all coverage plans.

- This plan has no network restrictions. Members may use the provider of their choice.
- Basic and Major Care Deductible: \$25 (individual)/\$50 (family)
- No all-inclusive annual maximum; \$1,200 Periodontics/\$1,200 Prosthodontics annual maximums

Type of Care	Cost to Member
Preventative Care (oral exam, x-rays, routine cleaning, fluoride treatments, sealants)	100% coverage of Fee Schedule
Basic Care (fillings, routine extractions, root planning/scaling, root canal)	80% coverage of Fee Schedule
Major Care (crowns, bridges dentures)	50% coverage of Fee Schedule

Vision Insurance – EyeMed – GMT pays **100%** of the premium for all coverage plans.

- Annual eye exams. \$200 frame allowance for your primary pair of glasses and \$130 for the second pair. \$150 annual allowance for contact lenses in lieu of the first pair of glasses and \$150 in lieu of the second pair. The second allowance applies to the member and spouse only. The ability to update your lenses every 12 months if your prescription changes.

Dental and Vision Expenses – GMT reimburses up to \$250.00 per employee (including family) for a three-year period starting in July 2021.

Bonuses & Other Benefits

Safety Bonus – Employee shall receive a \$350 bonus each year provided that the employee does not suffer a workplace injury requiring offsite medical attention, does not make a workplace claim, nor has a preventable accident changed to their record during a full fiscal year.

Perfect Attendance Bonus – Employee shall receive a \$250 bonus each year provided that the employee is not away from work due to sick leave, workers’ compensation, short-term disability leave, or unpaid leave of absence.

Longevity Pay – Employee will receive an annual bonus of \$750 after 10 years of completed service, \$1,250 after 15 years of completed service, or \$2,000 after 25 years of completed service.

Uniform and Shoes – Employer shall provide employee with a uniform five times per week, as well as winter gear and two pairs of safety shoes each year.

Tool Allowance – After one year of continuous employment, employees are eligible for an annual tool allowance of \$1,250 for the first two years and then \$1,300 each year thereafter.

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.

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**Annual Premium Costs and Biweekly Employee Deductions
Premium Costs Effective January 1, 2024**

Medical, Prescription, Dental, and Vision Coverage

Coverage Level	Single	Employee and Child(ren)	Employee and Spouse	Family
Annual Premium	\$12,156.00	\$19,836.00	\$26,076.00	\$32,424.00
Employee Bi-Weekly Deduction	\$0	\$0	\$0	\$0

Medical and Prescription Coverage Only

Coverage Level	Single	Employee and Child(ren)	Employee and Spouse	Family
Annual Premium	\$11,520.00	\$18,468.00	\$24,756.00	\$30,516.00
Employee Bi-Weekly Deduction	\$0	\$0	\$0	\$0

Dental and Vision Coverage Only

Coverage Level	Single	Employee and Child(ren)	Employee and Spouse	Family
Annual Premium	\$636.00	\$1,368.00	\$1,320.00	\$1,908.00
Employee Bi-Weekly Deduction	\$0	\$0	\$0	\$0

Cash in Lieu – For any employee eligible for GMT’s health insurance plan who elects to decline coverage, GMT shall contribute \$2,500 per year to the employee split equally between the employee’s 26 pay checks. The employee must provide GMT with proof of alternative coverage.

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Financial Benefits

Short-Term Disability (STD) – Principal Insurance – GMT pays **100%** of the premium. STD ensures that eligible employees will receive a portion of their wages to help minimize the financial burden due to an extended non-work-related accident or illness.

Long-Term Disability (LTD) – Principal Insurance – GMT pays **100%** of the premium *after 10 years of service*. LTD provides continued income to eligible employees in the event they are unable to work due to non-work-related injury or illness.

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 – Future Planning – Upon employment, employees are eligible to make pre-tax contributions via payroll deductions to a 457 Retirement Plan. Full-time employees shall receive a contribution of \$0.50 per hour to their retirement plan for each hour they are paid up to a weekly maximum of 40 hours. This contribution shall increase to \$1.00 per hour effective on July 1, 2023.

401(a) Plan – Future Planning – 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. An employee contribution of 3% will be matched by GMT at 5%. An employee *with 10 years of consecutive service* who contributes 5% will be matched by GMT at 7%.

Section 125 – Employees can enroll in the Health Care Reimbursement Account and/or the Dependent Care Assistant Account. Employees may contribute up to \$3,200 to a Health Care Reimbursement Account. A single individual may contribute \$5,000 and a married individual filing separately may contribute \$2,500 to Dependent Care Assistant Account.

Time-Off Benefits

Combined Time Off – Full-time employees 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. Employees who have successfully completed their probationary period will be eligible to use CTO.

- 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.
- 31st year and beyond: 16.00 hours per pay period.