

2016

Overview: Salaried Employee Benefits

➤ PENSION

- Salaried employees hired on or after January 1, 2008 (including transfers from the bargaining unit) are members of the **defined contribution plan**.
- RTD makes a contribution of between 7% and 9% of the employee's salary received per annum. The amount RTD contributes is determined by the Board of Directors each year. RTD's contribution for 2016 is 9%.
- The employee chooses which funds to invest in from a list selected by the Defined Contribution Trust.
- Employees' benefits fully vest after five years from the date of hire, as long as the employee works 1000 hours per year. Years of service in the bargaining unit count towards this five-year vesting requirement.

➤ SICK LEAVE (Employees hired prior to 1/1/2012) * Additional Benefits Dollars Eligible, see below

- Salaried employees accrue paid sick leave at a rate of eight hours per month up to a maximum of 1,000 hours of sick leave.
- Sick leave may be used for an absence due to medical reasons not covered by Workers' Compensation, health-related appointments, to care for an ill member of the family or life partner, to visit Employee Assistance Program (EAP) counselors during regular business hours.
- Employees who retire will be paid a certain percentage of any unused, accrued sick leave hours based on the employee's years of service.

➤ VACATION (Employees hired prior to 1/1/2012)

- Employees accrue vacation time according to years of service.
 - 0 - 2 YR 96 HRS ANNUALLY
 - 3 - 5 YR 112 HRS ANNUALLY
 - 6 - 9 YR 144 HRS ANNUALLY
 - 10- 14 YR 160 HRS ANNUALLY
 - 15 - 19 YR 176 HRS ANNUALLY
 - 20+ YR 192 HRS ANNUALLY
- Accrual rates for union transfers prior to 1/1/2012 are based on the employee's original RTD hire date.
- **Maximum accrual = two times annual accrual**
- Upon termination of employment, employees are paid for unused vacation hours.
- Twice a year employees with over 80 hours of unused accrued vacation time are offered the option to sell back up to a COMBINED TOTAL of 40 hours of vacation and sick leave.

➤ PAID TIME OFF (PTO) and Extended Illness Bank (EIB) (Employees hired after 12/31/11)

- Employees accrue PTO according to years of service.
 - 0 - 2 YR 160 HRS ANNUALLY
 - 3 - 5 YR 176 HRS ANNUALLY
 - 6 - 9 YR 208 HRS ANNUALLY
 - 10- 14 YR 224HRS ANNUALLY
 - 15- 19 YR 240 HRS ANNUALLY
 - 20+YR 256 HRS ANNUALLY
- Employees accrue EIB at the rate of 2.66 HRS/MO 32 HRS ANNUALLY. EIB may be used on the fourth day of a consecutive day absence due to illness of the employee or family member. EIB is not paid out at termination.
- Accrual rates for union transfers are based on the employee's original RTD hire date.
- **Maximum accrual = two times annual accrual**
- Union transfers' unused vacation hours will be converted to PTO, half of unused sick time will be converted to PTO and half will be converted to EIB.
- Upon termination of employment, employees are paid for unused PTO hours.
- Twice a year employees with over 80 hours of unused accrued PTO are offered the option to sell back up to 40 hours of PTO.

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➤ HOLIDAYS

- 3 floating holidays per year for the first 9 years of service.
- 4 floating holidays per year with 10 years of service.
- 9 designated fixed holidays

➤ 2016 HEALTH & WELFARE BENEFITS

- For current medical, dental and vision rates go to the *Benefits* section of the Total Rewards page on the HUB
- For medical, dental and vision plan documents go to the *Plans* section of the Total Rewards page on the HUB

LIFE/AD&D

- Cigna Life/Personal Accident Insurance RTD pays 100% of the premium
 - 1.5 x Annual Salary up to \$250k

STD/LTD

- STD: RTD pays 100% of the premium
 - 30-day elimination period
 - 66.67% weekly salary up to 90 days
- LTD: RTD pays 100% of the premium
 - 90-day elimination period
 - 66.67% weekly salary – monthly maximum paid = \$6667.00

➤ 2015 VOLUNTARY BENEFITS

Available through payroll deduction, employee pays 100%

- Cigna Voluntary Group Term Life and Personal Accident Insurance
- Empower Retirement Services 457(b) Deferred Compensation Plan

***ADDITIONAL BENEFIT DOLLARS PROGRAM- Available only for employees grandfathered on the Vacation/Sick Plan**

The fewer sick leave days you use the more additional money you may earn. Additional Benefit Dollars are awarded to employees annually based on two scales described below.

Sick-Leave Hours Used

The actual sick-leave hours taken (including hours taken under the FMLA) from the beginning of the second pay period in September through the first pay period timesheet in September of the following year are used to calculate any additional dollars to which an employee may be entitled.

Sick Leave Hours Used	Semi-Monthly Additional Benefit Dollars
0-16	\$30
16+ -40	\$20
40+ -64	\$10
64+	\$0

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Sick-Leave Hours Balance

This is an employee's actual balance of sick-leave hours accrued as of the timesheet dated the end of the first pay period in September.

Sick Leave Hours Balance	Semi-Monthly Additional Benefit Dollars
600+	\$12.5
450+ -600	\$10
300+ -450	\$7.5
150+ -300	\$5
0-150	\$0

- If an employee earns Additional Benefit Dollars, it will show on his/her first and second paychecks each month as taxable income.
- Additional Benefit Dollars are recalculated annually and paid throughout the following calendar year beginning January 1st.
- Employees hired between January 1 and June 30 of that year are eligible to receive a prorated amount of Additional Benefit Dollars.
- Employees hired after July 1 are not eligible to receive Additional Benefit Dollars for the next calendar year.