



POLICY

SUBJECT: Benefits for Management Employees

BACKGROUND:

Management employee benefits are similar to those enjoyed by union represented employees. However, management employee benefits are not negotiated. They are prescribed through policy of the Cooperative's Board of Directors. They are subject to change at any time by action of the Board of Directors.

POLICY:

Management employee benefits shall consist of the following:

Medical/Rx:	Excellus BlueCross BlueShield SB-Plus Silver High Deductible Plan 15% Employee Premium Share. Last \$82 of \$2,200 deductible is responsibility of employee (single). Last \$385 of \$4,400 deductible is responsibility of employee (other than single).						
Retiree Medical:	Consistent with benefits provided in Clerical Union contract.						
Dental:	NRECA Dental Benefits Plan 15% Employee Premium Share.						
Vision:	Employees and dependents each eligible for reimbursement for cost of annual eye exam, frames and lenses or contact lenses, and Lasik surgery up to a maximum of \$300 per year at a total aggregate maximum for all dependents of \$600 per year.						
Section 125 Plan:	Employees may contribute to insurance premium-share, and to a Flexible Spending Account, on a pre-tax basis.						
Insurance Buy-out:	Option to opt-out of Medical/Rx and/or Dental insurance benefit and receive payments per the following table.						
<table border="1"><thead><tr><th>Opt-Out Option</th><th>Payment</th></tr></thead><tbody><tr><td>Medical/Rx Opt-Out</td><td>\$1,820 per year paid weekly pro-rata</td></tr><tr><td>Dental Opt-Out</td><td>\$180 per year paid weekly pro-rata</td></tr></tbody></table>		Opt-Out Option	Payment	Medical/Rx Opt-Out	\$1,820 per year paid weekly pro-rata	Dental Opt-Out	\$180 per year paid weekly pro-rata
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Medical/Rx Opt-Out	\$1,820 per year paid weekly pro-rata						
Dental Opt-Out	\$180 per year paid weekly pro-rata						

Retirement for employees hired into a management position prior to January 1, 2016:
NRECA Defined Benefits Plan funded by employer after 1-year waiting period – Plan 30/62, 1.7x



401k Savings Program offered through NRECA. Employer contribution defined in the table below, dependent on employee minimum contribution of 2.5%.

Year	Employer Matching Contribution
2013	5.0%
2014	4.5%
2015	4.0%
2016	3.5%
2017	3.0%
2018	2.5%

Employee may participate in an NRECA-managed Roth 401k investment plan (no employer contribution).

Retirement plans offered by the Cooperative are subject to IRS regulations including compliance tests such as minimum participation tests. The General Manager shall apply good faith effort and reasonable and customary benefits management practices to address any discovered or anticipated non-compliance of the retirement benefits provided to management employees hired prior to January 1, 2016. As soon as practical after it becomes known that a retirement benefit has failed or will fail any compliance test, including the minimum participation test, the General Manager shall take action to terminate this retirement package. All employees receiving those retirement benefits shall then receive retirement benefits consistent with retirement benefits provided in the Clerical Union contract for employees hired after January 1, 2016.

Retirement for employees hired into a management position on or after January 1, 2016:

This retirement benefit applies to employees hired into management positions on or after January 1, 2016 or employees who apply for and receive a promotion from another benefits group within the Cooperative on or after January 1, 2016. This retirement benefit shall be consistent with retirement benefits provided in Clerical Union contract for employees hired on or after January 1, 2016.

Vacation:

Consistent with benefits provided in Clerical Union contract unless otherwise specified in employment contract or offer letter.

Holidays:

10 scheduled paid Holidays
 + 3 Floating Holidays
 + 2 Personal Days

Sick Days:

Earned at rate of 9 days per year

Life Insurance:

Employee covered @ 2x base salary
 Dependents covered @ \$10k per dependent
 Additional employee dependent life insurance available at employee expense

**Accidental Death
 And Dismemberment**

Max \$1 million NRECA insurance provided for employee at no cost to employee



Disability Insurance: Guardian Short Term Disability Insurance provided at no cost to Employee
NRECA Long Term Disability Insurance provided at no cost to Employee.

Business Travel Insurance: Provided at no cost to Employee.

RESPONSIBILITY: Finance Manager

DELAWARE COUNTY ELECTRIC COOPERATIVE, INC

Approved by Board of Directors August 27, 2013

Revised by Board of Directors September 22, 2015

Revised by Board of Directors March 28, 2017