

Welcome to RGS's Employee Benefits Overview page. RGS offers an array of attractive benefits for all employment models.

Benefits shown within this webpage are for the 2023 Calendar Year.

BENEFITS AVAILABLE TO ALL EMPLOYEES

Retirement Benefits: Employer contributes 10% of employee's base pay into a 401A Retirement Plan.

Deferred Compensation 457(b) Plan: Voluntary employee participation, 100% employee contribution — pre-tax dollars.

Mutual of Omaha's Employee Assistance Plan (EAP): Employer pays 100% of the premium cost.

Worker's Compensation Insurance: Employer pays 100% of the premium cost.

BENEFITS AVAILABLE TO GROUP C (CaSAWS) EMPLOYEES— Full Time Status

Medical Plans: Employees have a choice of three (3) medical plan options to choose from, **Anthem Blue Cross PPO 4500***, **Anthem Blue Cross EPO 30** or **Kaiser Permanente HMO**. Enrollment in the **Complete Care Program** is also available to this employee group. Employer's contribution towards medical premiums is based on medical plan election and enrollment level. *

Dental & Vision Plans: **Delta Dental PPO** and Standard **VSP Vision** plans — Employer pays 100% of the premium costs for each plan.

Basic Life & Accidental Death & Dismemberment (AD&D) Insurance: Amount equal to 1x Annual Salary; 100% employer paid.

Flexible Spending Health (FSA) & Dependent Care (DCAP) Accounts: Voluntary employee participation, 100% employee contribution — pre-tax dollars.

Long Term Disability Insurance: 100% employer paid.

Short Term Disability Insurance: 100% employer paid.

Voluntary Life Insurance: Voluntary employee participation, 100% employee contribution.

*Employer contributes \$3,000 annually into an HRA account to employees who enroll in the Anthem Blue Cross PPO 4500 medical plan. All HRA account funds are deposited on a quarterly basis by employer into employee's HRA account.

| | Plan Name | 2023 Monthly Premium | 2023 Employer Contribution | 2023 Employee Contribution (Monthly) | 2023 Employee Contribution (Per Pay Period) |
|--|------------------------|----------------------|----------------------------|--------------------------------------|---|
| Minimum Average 20+ Hours (Group A Employees) | Anthem PPO 4500 | | | | |
| | Employee | \$918.54 | \$688.90 | \$229.64 | \$114.82 |
| | Employee + 1 | \$1,837.09 | \$1,377.82 | \$459.27 | \$229.64 |
| | Employee + Family | \$2,388.21 | \$1,791.16 | \$597.05 | \$298.53 |
| | Anthem EPO 30 | | | | |
| | Employee | \$1,347.71 | \$1,010.78 | \$336.93 | \$168.46 |
| | Employee + 1 | \$2,695.41 | \$2,021.56 | \$673.85 | \$336.93 |
| | Employee + Family | \$3,504.94 | \$2,628.70 | \$876.24 | \$438.12 |
| | Kaiser HMO | | | | |
| | Employee | \$874.66 | \$655.99 | \$218.67 | \$109.33 |
| | Employee + 1 | \$1,744.32 | \$1,308.24 | \$436.08 | \$218.04 |
| | Employee + Family | \$2,266.11 | \$1,699.58 | \$566.53 | \$283.26 |
| Minimum Average 30+ Hours (Group B, C or D Employees) | Anthem PPO 4500 | | | | |
| | Employee | \$918.54 | \$826.69 | \$91.85 | \$45.93 |
| | Employee + 1 | \$1,837.09 | \$1,653.38 | \$183.71 | \$91.85 |
| | Employee + Family | \$2,388.21 | \$2,149.39 | \$238.82 | \$119.41 |
| | Anthem EPO 25 | | | | |
| | Employee | \$1,347.71 | \$1,212.94 | \$134.77 | \$67.39 |
| | Employee + 1 | \$2,695.41 | \$2,425.87 | \$269.54 | \$134.77 |
| | Employee + Family | \$3,504.94 | \$3,154.45 | \$350.49 | \$175.25 |
| | Kaiser HMO | | | | |
| | Employee | \$874.66 | \$787.19 | \$87.47 | \$43.73 |
| | Employee + 1 | \$1,744.32 | \$1,569.89 | \$174.43 | \$87.22 |
| | Employee + Family | \$2,266.11 | \$2,039.50 | \$226.61 | \$113.31 |