City of Louisville
COLORADO • SINCE 1878

2026 VARIABLE EMPLOYEE BENEFITS GUIDE

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VALUES

Innovation | Collaboration | Accountability | Respect | Excellence

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Mines & Associates

In support of a work/life balance culture, the EAP is available to all employees and their families who seek advice in dealing with all types of personal matters. The EAP provides employees/dependents with telephone assessments and counseling as well as web-based services related to family, personal, or job-related issues, grief, finances, legal matters, stress management, emotional, and substance abuse.

The service is fully confidential, voluntary, and available 24 hours a day, seven days a week for up to 10 visits per year, per person, per household at no cost to the employee.

Counseling

- Counseling services for everyday life situations including stress, anxiety, depression, family situations, drug and alcohol abuse, relationships, death and grief, and work-related topics
- Free & Confidential
- Digital message-based, telephonic, video, and face-to-face counseling available

Legal & Financial Assistance

- Free 30-minute consult per legal or financial matter
- 25% discount on select services after the initial consult
- Use your EAP sessions for financial/Medicare coaching

Wellbeing

- 4 professional wellness sessions with a personal coach
- 4 sessions of parental coaching & lactation consults
- 6-week Virtual Reality smoking cessation program

Work/Life Assistance

- Unlimited work/life services to help find the right service for your needs such as childcare, eldercare, and convenience services including everything from nutrition classes to finding the perfect dog walker.

Online Resources Library

- Personal Advantage — Articles, assessments, training, and financial tools designed to help with stress and improve your work/life balance.
- eMLife — A Mindfulness Service for live sessions, community support, and expert instructors that can help you live a healthier, more balanced life! You can also download the app on your device's app store.

Supportive Peer-to-Peer Chat

Supportive Peer Support Services offer on-demand peer-to-peer small group chats that are tailored to bring together individuals who share similar struggles and lived experiences. Our chats follow a conversational arc that goes from venting to learning coping skills, collaborative problem-solving, and precise matching to relevant healing resources.

To access Mines & Associates Services
Call: 1-800-873-7138
Visit: minesandassociates.com
Company Code: Louisville
Your company code is used to register for online services as well as complete online requests for service.

LEAVE BENEFITS

Variable Paid Leave Bank (VPLB) - Seasonal, Intern and Temporary Employees are not eligible

A Paid Leave Bank (PLB) is established to provide for paid time away from scheduled work for:

- Vacation Time
- Personal Business
- Bereavement
- Holiday Observances
- For employees with a standard weekly schedule (25 or 29 hours), PLB hours can be used to reach their total weekly hours.

Variable employees-excluding seasonal, temporary and interns will accrue 2 hours of PLB for every 30 hours worked. Variable PLB may be accrued up to a maximum of 30 hours with a cap of 45 hours used per calendar year.

Example:

- You have accrued the maximum 30 hours of PLB and your accrual has stopped.
- You use 15 hours PLB.
- You will begin accruing PLB hours up to the 30 hour maximum.
- Then you use all 30 hours and have now used a total of 45 PLB hours in 2026.
- You will not be able to use any more accrued PLB hours until 2026.
- For employee with a standard weekly schedule (25 or 29 hours), PSL hours can be used to reach their total weekly hours.

Unused PLB hours will be paid out upon termination and unused hours roll over to the next year. Prior supervisor approval is required to using PLB hours.

Paid Sick Leave (PSL) - Seasonal, Intern and Temporary Employees are eligible

Variable employees accrue 1 hour of PSL for every 30 hours worked and pursuant to the Colorado Health Families and Workplaces Act may use up to 48 hours per year for the following reasons only:

- Mental or physical illness or injury
- Caring for a family member who is ill
- Grieve the death of a family member
- To care for a family member when their school or workplace closes (due to inclement weather, loss of power, etc.), or if you need to vacate your home (due to inclement weather, loss of power, etc.)
- To obtain a medical diagnosis or preventative care
- Family member who is a victim of domestic abuse, sex assault, harassment and the use of leave is to seek services from a victim services organization, obtain mental health or counseling, or seek relations due to the circumstances.

** For employee with a standard weekly schedule (25 or 29 hours), PSL hours can be used to reach their total weekly hours.*
** Unused PSL hours are not paid out upon termination, unused hours will roll over to the next year.*

MEDICARE ADVOCACY

Brown & Brown INSURANCE®
ELIGIBILITY SERVICES

Medicare Employee Assistance

You have options after age 65. We help you understand your choices.

Brown & Brown Eligibility Services has partnered with the City of Louisville to assist you with Medicare decisions. If you are a Medicare-eligible individual we can help you understand the process of choosing a Medicare plan that meets your individual medical and financial needs. When it comes to Medicare, making uninformed decisions can lead to costly financial penalties.

Eligibility Specialists are available to assist with Medicare enrollment through a customized consultation process:

1. **ENGAGE —** Eligibility specialists contact individuals turning 65 within four months or aged 65+, initiating educational conversations.
2. **EDUCATE —** We provide education on Medicare basics and the different Medicare plan options that are available in your area.
3. **ENROLL —** Compare the available plans in your region and check to see which plan aligns with your specific providers, prescription drugs, and pharmacies, giving you the most flexibility and support.

Working with us

Working with an eligibility specialists and licensed agents is simple. They can help you and your family feel confident when making Medicare decisions.

This service provides a free consultative session to you and/or your family members who would like to learn more about their Medicare options. These services are completely voluntary and available at no cost.

When and if you or your family members would like to pursue Medicare benefits, an eligibility specialist can also assist with selecting a plan that meets your medical and financial needs.

We do not offer every plan available in your area. Any information we provide is limited to those plans we do offer in your area. Please contact medicare.gov or 1-800-MEDICARE to get information on all your options.

For questions about Medicare, please contact an advocate at 833.830.2386 | medicareeligibility@bbabsence.com.

OTHER PROGRAMS AND BENEFITS

NeoGov Learn

NeoGov Learn is our online training system, designed for public sector employees. It provides a wide range of courses to meet the needs of our diverse departments, including training on Microsoft Office, safety procedures, mandatory topics such as harassment prevention and ethics, and courses on essential soft skills. The platform allows employees to complete training at their own pace, ensuring everyone has access to the resources they need for professional growth.

Louisville Recreation Center Membership

The City of Louisville offers a complimentary Recreation Center individual membership for employees valued at $49.00/month.

Coal Creek Golf Course Discount

- Variable City employees are eligible for a 50% discount on the posted green fee rates.
- Booking: Reservations may be made up to 14 days in advance for rounds played Monday through Friday only.
- Exclusions: Discounts do not apply on weekends (Saturday and Sunday).
- Policy Note: The standard no-show policy is strictly enforced.
- A 20% discount is offered on all golf shop merchandise.

* *This is a taxable benefit*

PERKS AND DISCOUNTS

American Automobile Association (AAA) — https://www.acg.aaa.com/
Discounts available to you (primary) and additional family members (associate) for roadside assistance services, automotive services, travel services, additional travel-related discounts, and insurance. Visit https://www.acg.aaa.com/ and use discount rate code "*CGroup*". Contact our representative with any questions - James Davis — JSDavis@acg.aaa.com.

Apple — https://www.apple.com/
Government Purchase Program offers discounts on Apple products for you and members of your family in the same household. Visit https://www.apple.com/us_epp_67909/store.

Dell — https://www.dell.com/en-us
Member pricing on a range of Dell products including monitors, gaming PCs, desktops, all-in-ones, keyboards, webcams, and even the Rosetta Stone language learning system! Visit https://www.dell.com/louisvilleco.

ID.Me — https://shop.id.me/government
Discounts for government employees for fitness, wellness, relaxation, luxury, technology, and decor as well as travel and entertainment. Visit https://shop.id.me/government and use your work email.

Spot Pet Insurance — https://spotpet.link/cityoflouisville
Up to 20% off employee discount! Customizable plans to help you and your pet navigate accidents, illnesses, chronic issues, and alternative therapies.
Visit https://spotpet.com/employer/cityoflouisville.

Water World Calypso Club & Adventure Golf and Raceway — https://calypsoclub.waterworldcolorado.com/
One-day admission discounted tickets to Water World for you and your family; depending on availability may also provide great deals at Adventure Golf and Raceway for mini-golf, go-karts, and more! Visit the website, enter the password "*LouisvilleCORocks*" to purchase tickets. You will have the option to send the tickets to your phone or print.

KinderCare — https://www.kindercare.com/
10% discount for City employees at the 107 McCaslin Blvd location. Center is open from 6:30am to 6pm and services children 6 weeks-5 years of age. School-aged children accepted during summer and school breaks. Call 303-666-9999.

BenefitHub — https://cityoflouisville.benefithub.com/app/home
Enjoy Discounts and cash back on hundreds of brands you already love and use.
You can download the BenefitHub Mobile app by searching "BenefitHub" in your app store.
Visit https://cityoflouisville.benefithub.com/app/home and start enjoying savings today!
Contact BenefitHub at 866-664-4621 or by email customercare@benefithub.com.

City of Louisville

This document is designed to provide basic information regarding benefit plans and programs available to eligible employees. This document merely summarizes the employee benefit plans and programs and does not detail all of the terms, conditions, restrictions, and exclusions contained in the plan documents, carrier contracts and/or Summary Plan Descriptions (SPD) (the "plan documentation") for the various benefit plans and programs. Every reasonable effort has been made to ensure the accuracy of the information contained in this document; however, in the event of a discrepancy between the information in this document and the plan documentation, the provisions described in the plan documentation will govern. This document does not create any contractual rights for any current or former employee, or for any other individual. The provisions of the applicable plan documentation will govern the determination of any individual's rights under any employee benefit plan or program. Your employer reserves the right to amend or terminate any of its employee benefit plans and programs at any time and without notice or cause.