



Extended Health

100% employer paid

- » Direct drug payment card
- » Extended Health Services, 80% reimbursement of the first \$1,250, 100% after:
 - Vision Care
 - Eye Examinations - \$100 every 2 calendar years
 - Eyeglasses, Lenses and Eye Surgery - \$600 every two calendar years
 - Travel Insurance
 - \$5,000,000 lifetime maximum
- » Extended Health Services, \$750 per year for each discipline:
 - Acupuncturist
 - Chiropractor
 - Psychologist, social worker, guidance counsellor, registered clinical counsellor
 - Speech Therapist
 - Physiotherapist or physiatrist
 - Naturopath
 - Podiatrist or chiroprapist
 - Massage therapist



Dental

100% employer paid

The following services are available every 9 months:

Preventative Services	100% reimbursement
Basic Services, Endodontics and Periodontics	100% reimbursement
Major Restorative Services	55% reimbursement
Orthodontics (Lifetime max \$4,000/person)	50% reimbursement



Municipal Pension Plan

8.61% employee paid
9.34% employer paid

- » We offer a "gold-plated" defined benefit plan.

Group Life Insurance and Accidental Death Dismemberment

40% employee paid
60% employer paid

- » Coverage - 3 x annual earnings (max \$300,000)

Long Term Disability

50% employee paid
50% employer paid

- » 70% of regular monthly earnings

Employee and Family Assistance

40% employee paid
60% employer paid

- » 12 hours psychological assistance per year

Annual vacation (for the first four years of service)

100% employer paid

- » 15 days with increases over time reaching 33 days.

Annual sick leave (for the first five years of service)

100% employer paid

- » 12 days with increases over time reaching 24 days.