



BENEFITS GUIDE 2026



OUR VALUES

The vision, mission, and values are the foundation of this organization. Thus, every effort will be made to keep these current and meaningful so that the individuals who make up South Metro Fire Rescue are guided by them in the accomplishment of the goals, objectives, and day-to-day tasks.

Vision.

To be a best-in-class, all-hazards prevention, mitigation, and response organization that supports a safe, healthy, growing community; a leader in risk reduction, preparedness, service delivery, and operational effectiveness; highly valued as a community and business partner and as an employer of choice; and well-positioned to proactively meet the needs of our changing demographic and businesses while maintaining fiscal strength and stability.

Mission.

South Metro Fire Rescue is a world-class organization that serves the public by protecting lives and property through our dedication to training, prevention, mitigation, and response.

Values.

We are stewards of the public trust who value the equitable treatment of all. We foster strong community ties through integrity, compassion, and unwavering professionalism. We do this through PACE- Professionalism, Accountability, Compassion, and Engagement.

TABLE OF CONTENTS

What's New	4	Dental Plan and Premiums	22
Benefits Overview	5	Vision Plan and Premiums	23
When Can I Enroll or Make Changes.....	6	Flexible Spending Accounts	24
How To Enroll	7	How to Use Your FSA	25
Key Terms to Know	8	Health Savings Account	26
Know Where To Go For Care	9	Life & AD&D Insurance	27
Medical Plans at a Glance	10	Disability Benefits	28
Plans Key Features Comparison	11	Voluntary Accident & Critical Illness	29
Medical Premiums	12	Medbridge - Voluntary Hospital Indemnity.....	30
Deductibles/Out-of-Pocket Maximum Comparison.....	13	How to File a Voluntary Insurance Claim ..	31
Cigna Medical Benefits (Per Plan)	14	Employee Assistance Program	32
Kaiser Medical Benefits (Per Plan)	15	Legal & ID Theft	33
Cigna Prescription Drug Plans	16	Retirement Benefits	34 - 35
Kaiser Prescription Drug Plans	17	Leave Benefits	36 - 37
Know your Network - Cigna	18	Additional Benefits	38
Know your Network - Kaiser	19	Contact Information	39
Zero Health	20 - 21		

This document is an outline of the coverage provided under your employer's benefit plans based on information provided by your company. It does not include all the terms, coverage, exclusions, limitations, and conditions contained in the official Plan Document, applicable insurance policies and contracts (collectively, the "plan documents"). The plan documents themselves must be read for those details. The intent of this document is to provide you with general information about your employer's benefit plans. It does not necessarily address all the specific issues which may be applicable to you. It should not be construed as, nor is it intended to provide, legal advice. To the extent that any of the information contained in this document is inconsistent with the plan documents, the provisions set forth in the plan documents will govern in all cases. If you wish to review the plan documents or you have questions regarding specific issues or plan provisions, you should contact your Human Resources/Benefits Department.

WHAT'S NEW

Medical

Cigna Healthcare Plans

- No changes to plan offerings or structures (copays, deductibles, or out-of-pocket maximums).
- Premiums are increasing by 12.7% overall.
- New addition of ZERO Health – making \$0 healthcare for some services a reality for eligible members.

Kaiser Permanente Plans

- No changes to plan offerings or structures (copays, deductibles, or out-of-pocket maximums).
- Premiums decreasing by an average of 25.4%.

Flexible Spending

Healthcare and Limited Purpose FSA

- 2026 IRS annual contribution limit increased to \$3,400.

Dependent Care FSA

- 2026 IRS annual contribution limit increased to \$7,500 (single or married filing jointly) and \$3,750 (married filing separately).

Dental

- No changes to plan offerings or structures (copays, deductibles, or out-of-pocket maximums).
- Premiums increasing by 2.8% overall.

Vision

- No changes to plan offerings or structures (copays, deductibles, or out-of-pocket maximums).
- No Changes to Premiums.

Zero Health

- \$0 Healthcare with ZERO Health.
- Available with all Cigna Health Care Plans.
- Get care such as surgeries, X-rays, MRIs, labs, physical therapy, and more — all for \$0 out-of-pocket.

Voluntary Hospital Indemnity Plan (The Hartford)

- Offers both a low and high plan option to help cover extra costs when you or a covered family member is admitted to the hospital.

BENEFITS OVERVIEW

Eligibility

You and your dependents are eligible for SMFR benefits if you are:

- **Full-Time Benefited Employee** – those scheduled to work at least 30 hours per week.
- **Part-Time Benefited Employee** – those scheduled to work 20-29 hours per week.
- **Dependents, subject to documentation (see HR website):**
 - Your legal spouse, including common law and domestic partner.
 - Your children up to age 26, regardless of student, marital, or tax-dependent status (including a stepchild, legally adopted child, a child placed with you for adoption, or a child for whom you are the legal guardian).
 - Your dependent children of any age who are physically or mentally unable to care for themselves.



WHEN CAN I ENROLL OR MAKE CHANGES?

Open Enrollment

Each year, you have the opportunity to make changes to your benefits during annual open enrollment (OE). OE is your one-time opportunity to enroll for benefits or make changes to your existing benefit elections. **The annual OE period typically occurs in November. The benefits you elect during open enrollment will become effective January 1st through December 31st of the following year.**

New Hire

As a new hire or a rehire, you must enroll within 30 days from your date of hire. Per IRS rules, if you don't enroll before your eligibility date, you won't have coverage through South Metro Fire Rescue for the current calendar year, and you won't be able to enroll for benefits until the next open enrollment period, unless you experience a qualifying life event (see below). Supporting documentation must be submitted to Human Resources when adding a dependent. **Coverage and contributions will start on your benefit eligibility date - regardless of when you enroll.**

Qualifying Life Events

Outside of Open Enrollment, you may make changes to your benefits only if you have a qualifying life event (QLE), per IRS rules. **You have 30 days from the date of the event to provide appropriate documentation and make election changes.**

HOW TO ENROLL

How can I sign up for benefits during Open Enrollment?

Log into UKG Pro to make any benefit elections.
To Access: Log into UKG Pro through the Employee Launch Pad. Click Myself > Open Enrollment > Open Enrollment Session.

Click to Log in!

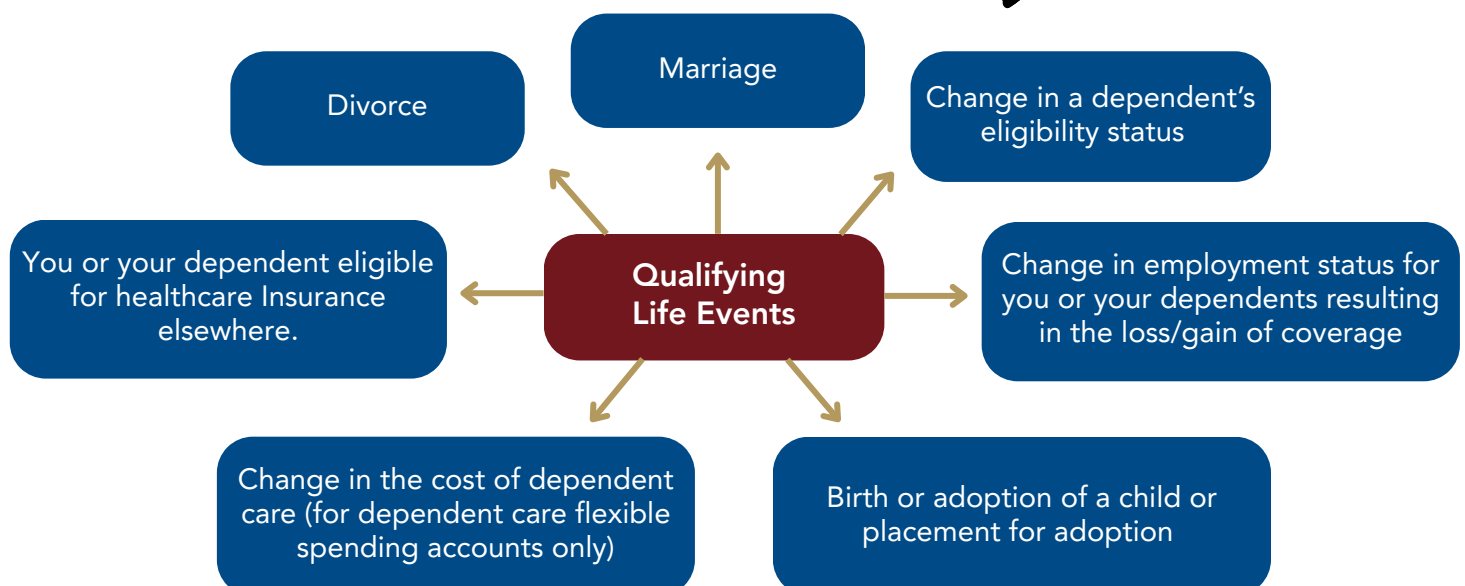


How can I sign up for benefits as a New Hire?

Log into UKG Pro to make any benefit elections.
To Access: Log into UKG Pro through the Employee Launch Pad. Click Myself > Life Event > New Hire Session.

How can I sign up for benefits under a Life Event?

Click on the qualifying life event and follow the checklist



KEY TERMS TO KNOW

Copay

A fixed dollar amount you may pay for certain covered services. Typically, your copay is due at the time of service.

Deductible

The amount you must pay each year for certain covered health services before your insurance plan will begin to pay.

Coinsurance

After you meet your deductible, you may pay coinsurance, which is your share of the costs of a covered service.

Out-of-Pocket Maximum

This includes copays, deductibles and coinsurance. Once you meet this amount, the plan pays 100% of covered services for the rest of the year.

In-Network Providers

The facilities and providers the insurance company has contracted with to provide services under that plan. In-network providers typically provide services at a lower negotiated rate.

Out-of-Network Providers

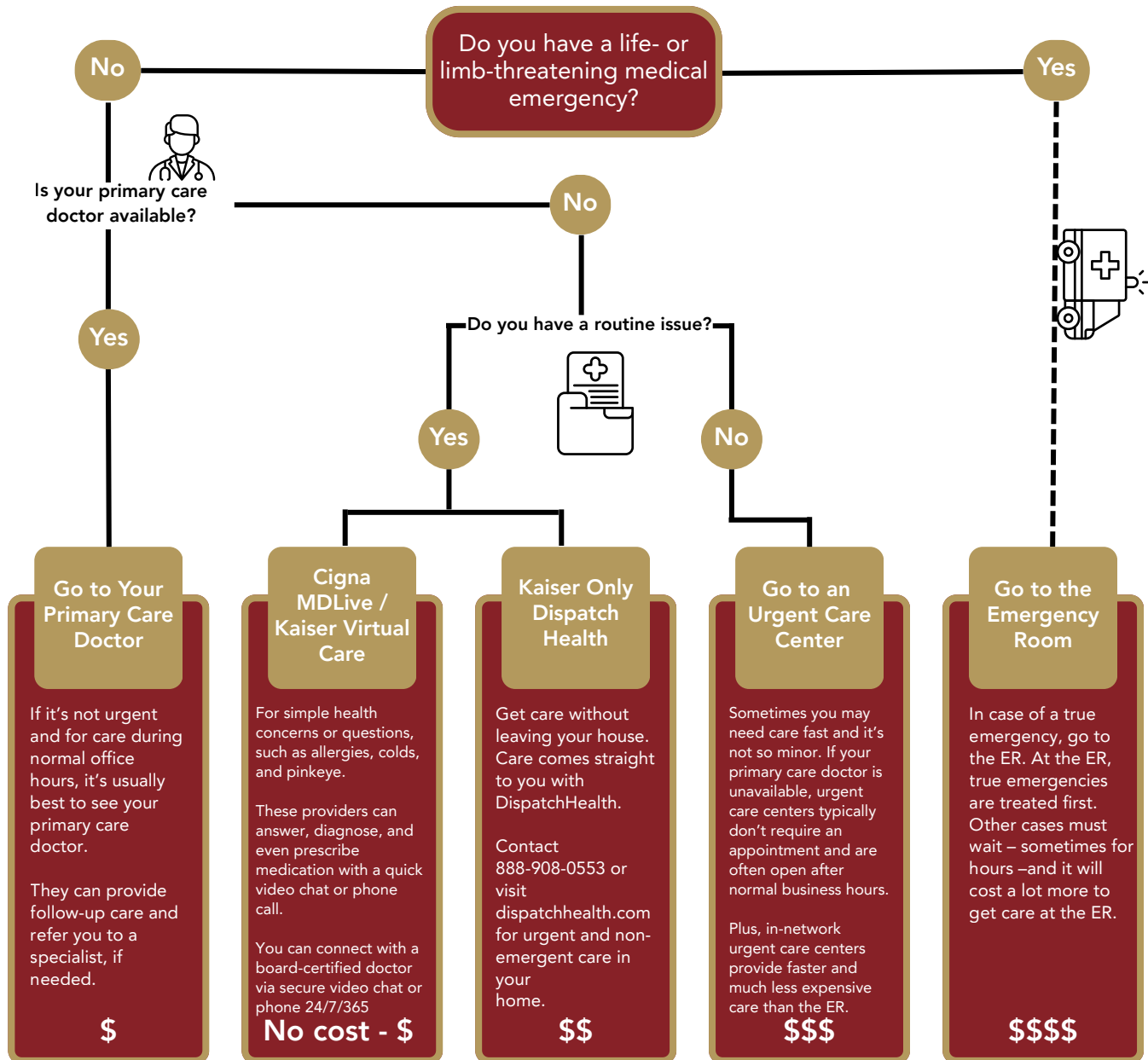
The facilities or providers that do not participate in the insurance company's provider network. They do not have a signed contract agreeing to accept the insurance company's negotiated prices and can balance bill the member. Out-of-network providers typically provide services at a higher rate and could cost more.

Balance Billing

The amount billed to the member for the difference between the amount the provider charges and the amount paid by the insurance company. The member is protected from balance billing when utilizing an in-network provider.

KNOW WHERE TO GO FOR CARE

Where you go for medical services can make a big difference in how much you pay and how long you wait to see a healthcare provider. Use the chart below to help you choose where to go for care



MDLive/Virtual Care/Dispatch Health	Urgent Care	Emergency Room
Sore throat, Headache, Fever, Rash, Cold and Flu, Stomachache, Allergies...	Sprains, Strains, Minor broken bones (e.g., finger), Minor infections, Small cuts, Sore throats, Rashes...	Heavy bleeding, Large open wounds, Sudden change in vision, Chest pain, Sudden weakness or trouble talking, Major burns, Spinal injuries, Severe head injury, Difficulty breathing, Broken bones...

*If you are enrolled in a HDHP, per IRS rules, virtual care is required to have a small coinsurance cost

MEDICAL PLANS AT A GLANCE

South Metro Fire Rescue provides you 6 medical plan offerings - 3 Cigna medical plans and 3 Kaiser medical plans for you and your family. All the plans offered include prescription drug benefits and 100% coverage for preventive care.

Cigna Medical Plans

LocalPlus In-Network Plan

- Access to a narrower LocalPlus network
- In-network access only
- \$0 copay on everyday services
- Flexible Spending Account eligible

Open Access Plus (OAP) In-network Plan

- Access to the broadest OAP network
- In-network access only
- Flexible Spending Account eligible

LocalPlus HDHP + HSA Plan

- Access to narrower LocalPlus network as well as out-of-network options
- Health Savings Account (HSA) and Limited Purpose Flexible Spending Account eligible
- Employer contribution to HSA

Kaiser Medical Plans

Everyday Care Plan

- In-network access only
- \$0 copay on everyday services
- Flexible Spending Account eligible

Deductible HMO (DHMO)

- In-network access only
- Copay Plan
- Flexible Spending Account eligible

HDHP + HSA Plan

- In-network access only
- Health Savings Account (HSA) and Limited Purpose Flexible Spending Account eligible
- Employer contribution to HSA



PLANS KEY FEATURES COMPARISON

	Cigna			Kaiser		
	LocalPlus	OAP Plan	LocalPlus HDHP with HSA	Kaiser Everyday Care	Kaiser DHMO	Kaiser HDHP with HSA
Primary Care Provider	Recommended but not required			Required		
Referrals to Specialists	Not required			Required for dermatology, allergy, and urology		
Out-of-Network Services	No	No	Yes	No		
Prior Authorization	May be required			Required		
Emergency and Urgent Care	Global coverage for emergency situations, 24/7. Urgent care services are available at in-network facilities.			Global coverage in and out-of-network for emergency and urgent care situations.		
Health Savings Account (HSA)	Not available	Not available	Available. Set aside pretax money to pay for qualified medical expenses.	Not available		Available. Set aside pretax money to pay for qualified medical expenses.

EMS Transport Policy

Full and part-time employees (as defined by the IRS) and their dependents covered by SMFR Cigna and Kaiser medical insurance plans are eligible for the EMS Transport benefit. If transported by an SMFR medic, EMS will ensure the transport isn't billed through insurance. Under IRS regulations, employees and dependents enrolled in a High Deductible Health Plan (HDHP) are ineligible for this benefit unless the HDHP deductible has been met at the time of transport (excluding auto-related incidents).

To activate the benefit, notify EMSbureauAdministration@southmetro.org within seven (7) calendar days of the transport date. See Power DMS for more details.

Neurofeedback

Neurofeedback can help train and regulate beta brainwaves, which are linked to alertness, focus, and cognitive function. Neurofeedback sessions are billable through Cigna Healthcare claims or available on a cash-pay basis. For coverage information or to schedule an appointment, please visit the [Wellness website](#). See page [32](#).

Chiropractic Care

Kaiser Permanente and Cigna members can access chiropractic care, often through their Complementary Medicine departments, either as part of their core health plan or through additional ancillary benefits. Limit 20 visits per year (Kaiser and Cigna).

MEDICAL PREMIUMS

CIGNA MEDICAL PLAN PREMIUMS



2026 Premiums Per Pay Period (24 pay periods)

Employee Cost	LocalPlus	OAP Plan	LocalPlus HDHP with HSA
Employee Only	\$110.21	\$104.07	\$62.80
Employee/Spouse/DP	\$231.43	\$218.53	\$131.88
Employee/Child(ren)	\$209.39	\$197.73	\$119.32
Employee/Family	\$330.61	\$312.20	\$188.40

24/7 Access to Your Cigna Plan

Sign up now for myCigna. Get 24/7 access to your digital ID cards, online doctor visits, your claims, coverages, and all details of your plan. [Activate your account now.](#)

KAISER MEDICAL PLAN PREMIUMS



2026 Premiums Per Pay Period (24 pay periods)

Employee Cost	Kaiser Everyday Care	Kaiser DHMO	Kaiser HDHP with HSA
Employee Only	\$66.10	\$64.18	\$31.92
Employee/Spouse/DP	\$138.79	\$134.77	\$67.03
Employee/Child(ren)	\$125.57	\$121.94	\$60.65
Employee/Family	\$198.27	\$192.53	\$95.76

24/7 Access to Your Kaiser Plan

Sign up now at KP.org. Get access to online doctors visits, your claims coverage, refill prescriptions, message your doctor and more. [Activate your account now.](#)

DEDUCTIBLES/OUT-OF-POCKET MAXIMUM COMPARISON

CIGNA MEDICAL PLANS

The table below summarizes the key features of the medical plans. The copay and coinsurance amounts listed reflect the amount you pay. Please refer to the official plan documents for additional information on coverage and exclusions.

	LocalPlus	OAP Plan	LocalPlus HDHP with HSA	
	In-Network	In-Network	In-Network	Out-of-Network
Calendar Year Deductible	Individual: \$4,000 Family: \$8,000	Individual: \$1,500 Family: \$3,000	Individual: \$2,500 Family: \$5,000	Individual: \$4,000 Family: \$8,000
Out-of-Pocket Maximum	Individual: \$4,000 Family: \$8,000	Individual: \$4,000 Family: \$8,000	Individual: \$4,000 Family: \$8,000	Individual: \$8,000 Family: \$16,000
Coinsurance	0%	20%	20%	40%
Maximum Type	Embedded*	Embedded*	Aggregate**	Aggregate**

*Embedded: if you have other family members on the plan, each family member must meet their own individual deductible or out of pocket until the total amount of deductible and out of pocket paid by all family members meets the overall family deductible or out of pocket.

**Aggregate: If you have other family members on the policy, the overall family deductible must be met before the plan begins to pay.

KAISER MEDICAL PLANS

The table below summarizes the key features of the medical plans. The copay and coinsurance amounts listed reflect the amount you pay. Please refer to the official plan documents for additional information on coverage and exclusions.

	Kaiser Everyday Care	Kaiser DHMO	Kaiser HDHP with HSA
	In-Network Only	In-Network Only	In-Network Only
Calendar Year Deductible	Individual: \$4,000 Family: \$8,000	Individual: \$1,500 Family: \$3,000	Individual: \$2,500 Family: \$5,000
Out-of-Pocket Maximum	Individual: \$4,000 Family: \$8,000	Individual: \$4,000 Family: \$8,000	Individual: \$4,000 Family: \$8,000
Coinsurance	0%	20%	20%
Maximum Type	Embedded*	Embedded*	Aggregate**

*Embedded: if you have other family members on the plan, each family member must meet their own individual deductible or out of pocket until the total amount of deductible and out of pocket paid by all family members meets the overall family deductible or out of pocket.

**Aggregate: If you have other family members on the policy, the overall family deductible must be met before the plan begins to pay.

CIGNA MEDICAL BENEFITS (PER PLAN)



These are the benefits paid by our medical plans for typical health care services. The copay and coinsurance amounts listed reflect the amount you pay. Please refer to the official plan documents for additional information on coverage and exclusions.

	LocalPlus	OAP Plan	LocalPlus HDHP with HSA	
	In-Network	In-Network	In-Network	Out-of-Network
Doctor's Office				
Primary Care Visit	No charge	\$30 copay	20% after deductible	40% after deductible
Specialist Visit	No charge	\$50 copay	20% after deductible	40% after deductible
Preventive Services	No charge	No charge	No charge	No charge
Labs / X-Rays	No charge	20% after deductible	20% after deductible	40% after deductible
Imaging (MRI, CT, PET, Etc.)	\$500 copay	20% after deductible	20% after deductible	40% after deductible
Urgent care	No charge	\$50 copay	20% after deductible	20% after deductible
Hospital Services				
Emergency Room	\$500 copay	\$200 copay	20% after deductible	20% after deductible
Inpatient	0% after deductible	20% after deductible	20% after deductible	40% after deductible
Outpatient	0% after deductible	20% after deductible	20% after deductible	40% after deductible
Additional Services				
Colonoscopy	Preventive and Diagnostic No charge	Preventive and Diagnostic No charge	Preventive No charge; Diagnostic 20% after deductible	Preventive No charge; Diagnostic 40% after deductible
NeuroFeedback	Biofeedback: \$50 copay Brain Mapping: \$100 copay	Biofeedback: \$50 copay Brain Mapping: \$100 copay	20% after deductible	Not covered
Hearing Aids	No charge	20% after deductible	20% after deductible	40% after deductible
Chiropractic Care (limit 20 visits per year)	\$0 copay	\$30 copay	20% after deductible	40% after deductible



KAISER MEDICAL BENEFITS (PER PLAN)



These are the benefits paid by our medical plans for typical health care services. The copay and coinsurance amounts listed reflect the amount you pay. Please refer to the official plan documents for additional information on coverage and exclusions.

	Kaiser Everyday In-Network Only	Kaiser DHMO In-Network Only	Kaiser HDHP with HSA In-Network Only
Doctor's Office			
Primary Care Visit	No charge	\$30 per visit	20% after deductible
Specialist Visit	No charge	\$50 copay	20% after deductible
Preventive Services	No charge	No charge	No charge
Labs / X-Rays	No charge	10% after deductible in Medical Office; 20% after deductible at Hospital	20% after deductible
Imaging (MRI, CT, PET, Etc.)	\$500 copay	20% after deductible	20% after deductible
Urgent care	No charge	\$50 copay	20% after deductible
Hospital Services			
Emergency	\$500 copay	\$200 copay	20% after deductible
Room Inpatient	0% after deductible	20% after deductible	20% after deductible
Outpatient	0% after deductible	10% after deductible Ambulatory Center; 20% after deductible Outpatient Hospital	10% after deductible Ambulatory Center; 20% after deductible Outpatient Hospital
Additional Services			
Chiropractic Care (limit 20 visits per year)	\$20 per visit	\$30 per visit	20% after deductible



CIGNA PRESCRIPTION DRUG PLANS



	LocalPlus	OAP Plan	LocalPlus HDHP with HSA	
	In-Network Only	In-Network Only	In-Network	Out-of-Network
Retail: 30-day supply				
Tier I	\$0 copay	\$15 copay	30% after deductible	Not covered
Tier II	\$50 copay	\$40 copay	40% after deductible	
Tier III	\$125 copay	\$60 copay	50% after deductible	
Specialty	\$300 copay	\$300 copay	Covered at appropriate tier levels	
Mail Order: 90-day supply				
Tier I	\$0 copay	\$30 copay	30% after deductible	Not covered
Tier II	\$100 copay	\$80 copay	40% after deductible	
Tier III	\$250 copay	\$120 copay	50% after deductible	
SaveOnSP: Specialty Pharmaceutical Copay Assistance	Certain Specialty medications are reduced to \$0 copay cost	Certain Specialty medications are reduced to \$0 copay cost	N/A	

Are Your Prescription Drugs Covered?

To determine if the prescriptions you use are covered by Cigna, review their drug lists at www.myCigna.com.

Maintenance Prescriptions

If you're enrolled in the OAP Plan or LocalPlus In-Network Plan, you can save on maintenance medications by purchasing a 90-day supply by mail order or at a retail pharmacy. You can get 3 times the supply for only 2 times the price when you purchase a 90-day supply of your maintenance drugs. See www.myCigna.com for details.

KAISER PRESCRIPTION DRUG PLANS



	Kaiser Everyday Care In-Network Only	Kaiser DHMO In-Network Only	Kaiser HDHP with HSA In-Network Only
Retail: 30-day supply			
Tier I	\$0 copay	\$15 copay	30% after deductible
Tier II	\$50 copay	\$40 copay	40% after deductible
Tier III	\$125 copay	\$60 copay	50% after deductible
Specialty	\$300 copay	30% up to \$250 max 30% up to \$250 max	20% after deductible

Mail Order: 90-day supply

Tier I	2x retail 30-day copay	2x retail 30-day copay	2x retail 30-day copay
Tier II	2x retail 30-day copay	2x retail 30-day copay	2x retail 30-day copay
Tier III	2x retail 30-day copay	2x retail 30-day copay	2x retail 30-day copay

Are Your Prescription Drugs Covered?

To determine if the prescriptions you use are covered by Kaiser, review their drug lists at www.kp.org.



KNOW YOUR NETWORK - CIGNA



Each plan offers access to a Cigna network of providers. Cigna LocalPlus and Cigna Open Access (OAP) are both health plans that provide access to doctors, specialists, and hospitals. LocalPlus is a smaller, local network, while OAP is a larger, national network.

	Access to this Cigna Network	Out-of-Network Benefits Covered?	Save money by using providers in the Cigna network
LocalPlus In-Network Plan	LocalPlus	No (except for emergencies)	
OAP Plan	OAP	No (except for emergencies)	
LocalPlus HDHP + HSA	LocalPlus	Yes, but the cost may be higher than in-network	

Is Your Doctor in the Network?

If you have an established relationship with a provider or know of one you would like to start seeing, check whether they are in the plan's network before you enroll by finding a doctor at mycigna.com.

How the LocalPlus Network Works

In your local area, or when in any LocalPlus network area, you must receive care from a health care professional or facility in this network to receive in-network coverage.

If you choose to go outside the LocalPlus network on the LocalPlus HDHP + HSA (or outside the Away from Home Care feature when LocalPlus isn't available), you will receive out-of-network coverage. Your share of the costs may be higher than what you would pay for in-network care.

What About Emergency Care?

Regardless of the plan you select, you have access to worldwide coverage in case of an emergency.

To find LocalPlus in-network care when you're away from home:

1. Log in to myCigna.com.
2. Select Find Care & Costs.
3. Enter the applicable city/state or zip code.
4. Search doctor by type or search nearby health facilities.
5. When on-screen message pops up, confirm you need care while you're away from home.
6. See search results for in-network providers or hospitals.



KNOW YOUR NETWORK - KAISER



Each plan offers access to the Kaiser network of providers. The Kaiser health plans provide access to doctors, specialists, urgent care, and hospitals. Kaiser is a closed, local network, with no out-of-network coverage.

	Access to this Kaiser	Out-of-Network Benefits Covered?	
Everyday Care Plan	Kaiser Permanente	No (except for emergencies and urgent care or if a referral is obtained through Kaiser Permanente)	Save money by using providers in the Kaiser network.
DHMO Plan	Kaiser Permanente		
HDHP + HSA Plan	Kaiser Permanente		

How Does the Kaiser Network Work?

In your local area, or when in any Kaiser network area, you must receive care from a health care professional or facility in this network to receive in-network coverage.

If you choose to visit a non-Kaiser doctor or facility, you will be out-of-network, and coverage is not available except for emergencies and urgent care. **You will pay the full cost, which will be significantly higher than what you would pay for in-network care.**

What About Emergency Care?

Regardless of the plan you select, you have access to care at any emergency or urgent care facility worldwide.

What About Virtual or Urgent Care?

Kaiser offers members multiple options for virtual care through kp.org. You can choose to chat, video call, or message with a doctor for routine care questions, minor injuries and illnesses, medical form completion and prescription refills/concerns.

Many Kaiser facilities have attached in-network urgent care centers that are open late hours and weekends. Kaiser also partners with DispatchHealth to provide urgent care where you are for the same cost as an urgent care visit. Simply make an appointment at 720-796-7273 or DispatchHealth.com, show them your Kaiser ID card, and they'll take care of the billing. Out-of-network urgent care is also covered anywhere in the world.

To find Kaiser in-network care:

1. Create an account or login into kp.org
2. Select Doctors & Locations
3. Region Colorado
4. Select Doctor or Locations > enter in zip code and/or keywords (i.e. primary care), and click on search
5. See search results for in-network providers or locations





Exciting New Benefit Starting January 1, 2026!

For CIGNA Healthcare members only.

Starting January 1, 2026, South Metro Fire Rescue is teaming up with ZERO to offer you access to hundreds of medical services at no cost. That's right, \$0!

ZERO doesn't replace your Cigna medical coverage but works alongside it to significantly reduce healthcare costs. This means **big savings** for you and also for the health plan.

Eligibility: Employees and your covered dependents enrolled in the OAP and Local Plus medical plans are eligible for ZERO on 1/1/2026. Those on the Local Plus HDHP must meet the minimum IRS deductible requirement of \$1,700 for individual plan coverage and \$3,400 for family coverage before being eligible for ZERO!

Virtual Presentation: In January 2026, join the ZERO team to learn more about this innovative new benefit if you elect a CIGNA Healthcare plan. In late December, please be on the lookout for a postcard mailed to home addresses that explains your ZERO benefit. If you're enrolled in an eligible medical plan, there's nothing else you need to do. You will have access to ZERO starting January 1, 2026.

Learn more Now: Check out all the great resources on ZERO's website at:

<https://zero.health/resources/#members>.



What is covered under Zero Health?

- Surgeries (Ear Nose & Throat, Orthopedic, Spinal, Women's Health)
- Preventive Screenings such as Colonoscopies and Mammograms
- Imaging (CT Scans, MRI, Ultrasound, X-Ray)
- Physical Therapy
- Sleep Studies
- Labs at Quest Diagnostics

Once your doctor recommends you need a procedure scheduled, follow these simple steps to get the care you need for \$0!

1. Connect with your Personal Health Assistant to see if the service or procedure you need is covered. You can call 855-816-0001, chat www.zero.health or email at help@zerohealth.
2. Your Personal Health Assistant will help you find the provider that works best for you and sends all the details to the ZERO provider to get you scheduled for your procedure.
3. You get access to the care you need without having to worry about things like deductibles, copays or coinsurance - you always pay \$0. For real. You always pay ZERO.

ZERO'S Lab Partner is Quest Diagnostics. To pay \$0 for all your lab work:

1. Ask your doctor or nurse to send your lab orders to Quest Diagnostics.
2. You can go to the closest Quest Diagnostics location - just make sure to show your physical or digital ZERO Member ID Card when you arrive. Access your digital copy at my.zero.health.
3. Quest Diagnostics will send you the lab results to your prescribing physician and you pay \$0!

DENTAL PLAN & PREMIUMS

Delta Dental of Colorado

800.610.0201

www.deltadentalco.com

To find a dental provider or view and print your ID cards, go to the Delta Dental website.

With the Delta Dental PPO plus Premier plan, you and your family members may visit any licensed dentist, but you will receive the greatest out-of-pocket savings if you see a Delta Dental PPO provider.

	PPO Providers	Premier Providers	Non-Participating Providers
	In-Network	In-Network	Out-of-Network
Claims	Provider Files	Provider Files	You file
Out-of-Pocket Cost	Least Expensive	Less Expensive	Most Expensive
Balance Billing*	None	None	Possible
Number of Providers	Many	More	Unlimited

*Balance billing is when providers charge a higher price than the amount your insurance agreed to pay, and the employee is billed the difference.

	PPO Providers	Premier Providers	Non-Participating Providers
	In-Network	In-Network	Out-of-Network
Calendar-Year Deductible	\$50 individual / \$150 family	\$50 individual / \$150 family	\$50 individual / \$150 family
Calendar-Year Benefit Maximum	\$1,500	\$1,500	\$1,500
Preventive Dental Services (oral exams, cleanings, x-rays, sealants, fluoride treatment)	No charge; no deductible	No charge; no deductible	20%; no deductible
Basic Dental Services basic restorative (fillings), oral surgery, endodontics (root canal therapy), periodontics (gum disease treatment)	10% after deductible	10% after deductible	20% after deductible
Major Dental Services (implants, prosthodontics (dentures, bridges), special restorative (crowns, onlays)	40% after deductible	40% after deductible	50% after deductible
Orthodontia Services	50% to \$1,500 lifetime maximum		

Dental Plan Premiums

	Employee Cost (Per 24 Pay Periods)
Employee Only	\$2.96
Employee/Spouse/DP	\$5.60
Employee/Child(ren)	\$6.35
Employee/Family	\$10.25

Delta Dental Mobile



Maximize your oral health and make the most of your dental benefits right from your mobile device by downloading the Delta Dental Mobile App from the Apple Store or Google Play.

VISION PLAN & PREMIUMS

VSP

800.877.7195

www.vsp.com/eye-doctor

You don't need an ID card. Simply contact a VSP provider and let them know you have VSP coverage.

Value and savings you love

Save on eyewear and eye care when you see a VSP network doctor. Plus, take advantage of Exclusive Member Extras which provide offers from VSP and leading industry brands totaling over \$3,000 in savings.

Provider choices you want

Maximize your benefits at a Premier Program location, including thousands of private practice doctors and over 700 Visionworks retail locations nationwide.

Quality vision care you need

You'll get great care from a VSP network doctor, including a WellVision Exam. An annual eye exam not only helps you see well, but helps a doctor detect signs of eye conditions and health conditions, like diabetes and high blood pressure.

More ways to save

Get an extra \$20 to spend on featured brands like Cole Haan, Bebe and Calvin Klein plus up to 40% savings on lens enhancements.

	In-Network (Any VSP provider)	Out-of-Network
Eye Exam — once every 12 months	\$10 copay	Allowance up to \$50
Retinal Exam	Up to \$39	Not covered
Eyeglasses		
Single Vision Lenses Lined Bifocal	\$25 copay	Allowance up to \$50
Lenses Lined	\$25 copay	Allowance up to \$75
Trifocal Lenses	\$25 copay	Allowance up to \$100
Frames — once every 24 months	\$25 copay, then \$200 allowance plus 20% off amount over allowance	Allowance up to \$70
Contacts – Once every 12 months if you elect contacts instead of lenses/frames		
Contact Lens Allowance	\$180	Up to \$105
Contact Lens Fitting Allowance	\$60	Up to \$105
Medically Necessary Contact Lenses	\$25 copay then covered in full	Up to \$210
Laser Correction	5-15% discount	N/A

Vision Plan Premiums

	Employee Cost (Per 24 Pay Period)
Employee Only	\$0.62
Employee/Spouse/DP	\$0.89
Employee/Child(ren)	\$1.03
Employee/Family	\$1.65

VSP Mobile



Create an account on vsp.com to view your in-network coverage, find the VSP network doctor who's right for you. At your appointment, just tell them you have VSP.

FLEXIBLE SPENDING ACCOUNTS (FSA)

South Metro Fire Rescue offers 3 Flexible Spending Account (FSA) options that are administered by Rocky Mountain Reserve. When you enroll in an FSA you can set aside a portion of your earnings before taxes through payroll deduction to cover healthcare, childcare or dependent care.

Rocky Mountain Reserve

800.722.1223

www.rockymountainreserve.com

Health Care (FSA)

Health Care FSA annual maximum is limited to \$3,400* per employee for 2026.

As long as you are not enrolled in the LocalPlus HDHP +HSA or Kaiser HDHP + HSA, you are eligible to participate in the Health Care FSA. You can use the Health Care FSA for most medical, dental and vision care expenses that are not covered by your health plan such as copayments, coinsurance, deductibles, eyeglasses and doctor prescribed over the counter medications.

Limited Purpose FSA

Limited Purpose FSA annual maximum is limited to \$3,400* per employee for 2026.

The limited purpose FSA is available if you are enrolled in the LocalPlus HDHP + HSA Plan or the Kaiser HDHP + HSA plan. **You will be able to use your “Limited Purpose FSA” for dental and vision expenses only.** You may not use the FSA for medical expenses if you are enrolled in the LocalPlus HDHP + HSA or Kaiser HDHP + HSA Plan.

Dependent Care FSA

The Dependent Care FSA allows pre-tax payment of qualified dependent care expenses (not health care expenses) up to \$7,500 a year per household (\$3,750 if you are married and filing separate IRS forms). Dependent care expenses include day care, after school programs or elder care programs.

This program is for eligible expenses incurred to allow both spouses to be gainfully employed.

**FSA maximum per calendar year subject to change by IRS.*

Things to Consider Before Contributing to an FSA

- You can't take income tax deductions for expenses you pay with your FSA.
- Your FSA contribution(s) during the plan year can't be changed unless you experience a qualifying life event.
- All funds in your current traditional Health Care FSA must be used by December 31, 2025, in order to be eligible to contribute to a health savings account (HSA) and to receive the SMFR contribution in January of 2026.
- Unspent funds remaining in your account at the end of the plan year are forfeited unless you take advantage of the Grace Period—a 2 ½ month period following the end of the plan year during which you may incur claims and use up all amounts remaining in your Healthcare FSA or Dependent Care FSA. For the Health Care and Dependent Care FSAs, you must submit claims no later than 90 days after the end of the plan year.



HOW TO USE YOUR FSA

- Decide how much to contribute to your FSA on a plan year basis up to the maximum allowable amounts.
- Use your FSA debit card to pay for eligible expenses at time of service or submit a claim for reimbursement at <https://www.rockymountainreserve.com>

Keep all receipts in case Rocky Mountain Reserve requires you to verify the eligibility of a purchase.

- FSA funds are “use-it-or-lose-it.” Any remaining funds will be forfeited at the end of the plan year and grace period.

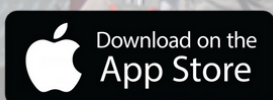
Get All the Details

Learn about Flexible Spending Accounts and how they work by reviewing the [FSA Enrollment Guide from Rocky Mountain Reserve](#).



Convenient Access to Your Flexible Spending Account

The RMR Benefits App is the quickest and most secure way to access and manage your account. Use the app to view account balances, submit receipts for reimbursement, file and check claims, and more. Download the app from the App Store or Google Play.



HEALTH SAVINGS ACCOUNT (HSA)

A Health Savings Account (HSA) is a tax-advantaged account for paying current or future IRS-qualified medical expenses, allowing you to build savings for healthcare or retirement through self-directed investments.

Advantages of the High Deductible Health Plan (HDHP) with an HSA

The HDHP plan offers lower monthly premiums than traditional plans and covers preventive services at no cost before meeting your deductible. However, it may lead to higher out-of-pocket expenses during unexpected medical crises. South Metro contributes \$750 to your HSA for employee-only coverage or \$1,500 for family coverage (prorated for mid-year enrollments). The HSA balance rolls over each year, allowing your savings to grow.

HSA Eligibility

You can open and contribute to an HSA if you:

- Are enrolled in an HSA qualified HDHP (like the Cigna LocalPlus HDHP plan or the Kaiser HDHP)
- Are not covered by other health insurance (with some exceptions)
- Are not enrolled in Medicare
- Are not eligible to be claimed as a dependent on another person's tax return
- Have not received health benefits from the Veterans Administration with the exception of services for a "service related disability" or an Indian Health Services facility within the last three months; and
- Are not covered by your own or your spouse's Health Care FSA (with the exception of a Limited Purpose FSA)

Contributing to Your HSA

Health Savings Accounts offer triple tax advantages: tax free contributions, investments, and withdrawals for eligible medical expenses. After age 65, funds may be used for non-qualified expenses, however distributions will be taxed.

	2026 HSA Contribution Limits	SMFR Contribution	2026 Maximum Employee Contribution
Employee Only	\$4,400	\$750	\$3,650
Family	\$8,750	\$1,500	\$7,250
Catch-Up (55 and older)	\$1,000	N/A	\$1,000

HSA funds **CANNOT** be used for Domestic Partners or children over the age of 18 unless they are your legal tax dependent. Non tax dependents on your plan can open their own HSA and contribute up to the family maximum.

LIFE AND AD&D

LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D)

SMFR provides Basic Life and AD&D insurance from The Hartford upon hire to all benefits-eligible employees at no cost.

Coverage Levels	Benefit
Employee (Executives)	1.5 x annual salary up to a max of \$400,000
Employee (All Others)	1.5 x annual salary up to a max of \$300,000
Spouse	\$5,000
Child(ren) (15 days to age 26)	\$2,000

Keep Your Beneficiaries Updated

Log on to UKG Pro Life Events through the employee launch pad to designate a beneficiary (the person who will receive the benefit) for your life and AD&D insurance. Make sure to keep this person's information updated so your benefit is paid according to your wishes.

VOLUNTARY LIFE AND AD&D

You have the option to purchase supplemental life and AD&D insurance for either yourself, your spouse, or your dependent children through The Hartford.

Benefits will reduce to 65% at age 65, to 45% at age 70, to 30% at age 75 and to 20% at age 80.

Coverage Levels	Benefit
Employee	Up to lesser of 5 x annual salary or \$500,000 in increments of \$10,000; Guaranteed Issue Amount: \$100,000
Spouse	Up to \$500,000 not to exceed employee's amount in increments of \$10,000; Guaranteed Issue Amount: \$50,000
Child(ren) (15 days to age 26)	Up to \$10,000 in increments of \$2,000; Guaranteed Issue Amount: \$10,000

Get Guaranteed Coverage Within 30 Days of Hire

If you choose supplemental coverage within 30 days of hire, you're guaranteed coverage up to the Guaranteed Issue Amount without medical questions. After 30 days or if increasing coverage, you'll need to provide evidence of insurability, and coverage will start only after approval has been received by The Hartford.

DISABILITY BENEFITS

Long-Term Disability (LTD) Insurance is provided by SMFR through The Hartford to all benefits-eligible employees at no cost.

The Hartford
888.563.1124
www.thehartford.com

Basic Long-Term Disability

	Employees Eligible for FPPA D&D	Executives	Employees not Eligible for FPPA D&D
Benefit Maximum	60% of Pre-disability Income	60% of Pre-disability Income	60% of Pre-disability Income
Benefit	\$8,000/month	\$9,000/month	\$8,000/month
Begins	After 90 Calendar Days of Absence	After 90 Calendar Days of Absence	After 90 Calendar Days of Absence
Ends	After 9 months of Benefit	At Social Security Normal Retirement Age	At Social Security Normal Retirement Age

Voluntary Supplemental Long-Term Disability

Supplemental Long-Term Disability (LTD) Insurance is an optional insurance coverage paid by the employee.

Eligibility	All Line and Staff employees with Line benefits
Benefit	60% of Pre-disability Base Monthly Salary
Maximum Benefit	\$8,000/month
Begins	After 90 days or when the maximum benefit duration of the employer provided LTD has been met (9 months)
Ends	At Social Security Normal Retirement Age (after 24 months for Mental Health or Substance Abuse Disabilities)

FPPA Disability (Line Benefit Eligible employees only)

On and Off Duty Occupational Disability (temporary or permanent) and Total Disability coverage. Benefits are payable the day following the employee's last day on payroll.

- Temporary Occupational Disability: 40% of base salary; coverage max is 5 years.
- Permanent Occupational Disability: 50% of base salary; payable for as long as disability exists, and employee remains eligible.
- Total Disability: 70% of base salary; payable for as long as disability exists, and employee remains eligible.

To file a disability claim, submit an HR ticket request to review your disability leave.
[HR Request Form](#)



SCAN HERE

VOLUNTARY ACCIDENT & CRITICAL ILLNESS INSURANCE

Voluntary Accident Insurance

South Metro Fire Rescue offers you the opportunity to purchase Accident insurance to ease the financial impact of a major injury. While you can't predict life's unexpected events, you can plan for them by choosing benefits that can help protect your financial future. This benefit will pay a lump sum in the event of a covered accident. See the plan document for more information on [PowerDMS](#).

Coverage Levels	Low Plan (Biweekly)	High Plan (Biweekly)
Employee Only	\$2.34	\$4.49
Employee + Spouse	\$3.72	\$7.14
Employee + Children	\$4.10	\$7.92
Employee + Family	\$6.40	\$12.33

Voluntary Critical Illness Insurance

South Metro Fire Rescue offers you the opportunity to purchase Critical Illness insurance to ease the financial impact of a major illness. If you or a covered family member is diagnosed with an illness and meets the group policy and certificate requirements, you will receive a payment to use as you see fit. View premiums on [PowerDMS](#).

Coverage Levels	Critical Illness Benefit
Employee	\$5,000, \$10,000, \$20,000, or \$30,000
Spouse	50% of your coverage amount
Child(ren) (15 days to age 26)	25% of your coverage amount

Collect a \$50 benefit per member per year for completing any one of 26 different annual health screenings.

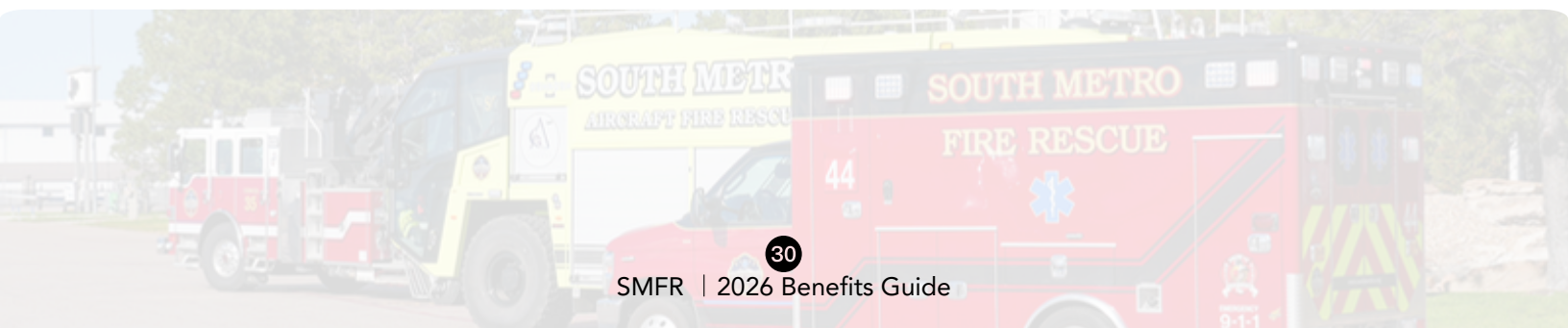
VOLUNTARY MED BRIDGE HOSPITAL INDEMNITY INSURANCE

Med Bridge Hospital Indemnity Insurance, provided through The Hartford, helps bridge the gap between what your health insurance pays and your actual expenses, giving you added peace of mind during unexpected or expected hospital stays.

Benefit	Low Plan	High Plan
Hospital Admission	\$1,500	\$2,000
ICU Admission	\$3,000	\$4,000
Daily Hospital Stay	\$150/day	\$300/day
Daily ICU Stay	\$300/day	\$600/day
Observation Stay	\$100/day	\$150/day
Wellness Benefit	\$100/year	\$100/year

Helps Cover extra costs from a hospital stay- paid directly to you.

Coverage Tier	Low Plan (Biweekly)	High Plan (Biweekly)	What You Get with the High Plan
Employee Only	\$7.19	\$9.94	Higher daily and admission benefits — up to double the payout for only \$2.75 more per paycheck.
Employee + Spouse	\$18.86	\$26.25	Stronger coverage for both of you for about \$7 more per paycheck.
Employee + Children	\$15.30	\$21.65	Great protection for your family — only \$6 more per paycheck.
Family (Spouse + Children)	\$28.35	\$34.37	Family-wide protection for about \$6 more per paycheck.



HOW TO FILE A VOLUNTARY INSURANCE CLAIM

Accident, Critical Illness, and Med Bridge - Hospital Indemnity Insurance

ONLINE

- Visit the Supplemental Insurance Claims Portal at TheHartford.com/benefits/myclaim
- Register for access if you have not done so already (They must have current eligibility from the SMFR benefits administrator for you and any dependent to be eligible to register on the portal).
- Log in to the portal
- Click on Complete Your Claim Form Online under the Quick Links section.
- Follow the prompts to complete and submit a claim

OVER THE PHONE

(Applicable to Health Screening Benefit/Accident Protection Benefit Only)

- File your claim by calling 866-547-4205.
- Available Monday through Friday, 8:00 a.m. – 6:00 p.m. EST.

SUBMIT A CLAIM VIA MAIL OR FAX

- Download a claim form at TheHartford.com/benefits/myclaim.
- Complete the form and mail or fax it to: The Hartford Supplemental Insurance Benefit Department

P.O. Box 99906

Grapevine, TX 76099

Fax Number: 469-417-1952

For assistance filing your claim, call 866-547-4205.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Administered by Brower Psychological + additional providers

South Metro Fire Rescue cares about your total well-being, which is why we offer the [Employee Assistance Program \(EAP\)](#) at no cost to you. This program provides a counseling service that helps you manage problems before they adversely affect your personal life, health and/or job performance. All employees and their family members are eligible for the EAP regardless of whether they participate in our benefit plans. You receive up to **6 face-to-face and unlimited telephone counseling sessions per incident, per year**. They are available 24/7 to assess your needs and find an appropriate solution for a range of concerns, including:

- Stress and anxiety
- Post-traumatic stress disorder
- Critical incident reaction
- Phobias
- Financial guidance
- Couples/family counseling
- Alcohol and drug counseling
- Anger management
- Domestic violence/stalking
- Sleep and eating disorders
- Grief and loss
- Obsessive compulsive behaviors
- Retirement
- And more!

Peer Support

The Peer Support Program provides SMFR employees and their families the opportunity to receive confidential support through tough times of personal and professional crisis.

Our team is comprised of volunteers from both Line and Staff employees that work in conjunction with a team of mental health professionals.

For more information for EAP and peer support visit our [wellness website](#) or email peersupport@southmetro.org

[Peer Support Roster](#)



Neurofeedback

Neurofeedback sessions are billable through Cigna Healthcare claims or available on a cash-pay basis. For coverage information or to schedule an appointment, please visit the [Wellness website](#).

Visit: smfrwellnessschedule.as.me/braincamp

LEGAL & ID THEFT

LegalShield/Identity Shield

833.690.6121

www.legalshield.com

LegalShield

LegalShield has a proprietary network of provider law firms so you can have direct access to attorneys and licensed private investigators.

LegalShield coverage includes:

- Direct Access to a dedicated Provider Law Firm
- Unlimited Advice and Consultation
- Court Representation
- Legal Document Preparation and Review
- Will Preparation
- Debt Collection Assistance
- Letters and Phone Calls Made on Your Behalf
- Speeding Ticket Assistance
- 24/7 Emergency Legal Access
- Easy-to-use mobile app

Access IDShield or Legal Shield account

- 1) CREATE** your account at accounts.legalshield.com using your social security number.
- 2) ADD** the personal information for you, spouse and dependents that you want to monitor, including your social media accounts.
- 3) DOWNLOAD** the IDShield or Legal Shield mobile app.

IDShield

IDShield offers protection beyond identity theft with complete privacy and reputation management services to help keep your online identity and personal information private.

Identity Theft services include:

- Identity Fraud Protection Plan of up to \$3 million for Individuals
- Dedicated Licensed Private Investigators
- Identity, Credit and Financial Account Monitoring
- Child Monitoring (Family Plan Only)
- Full-Service Identity Restoration by licensed private investigators
- Monthly credit score tracker
- 24/7 Emergency Identity Theft Support
- Social Media Monitoring and Online Privacy Reputation Management
- VPN Proxy One
- Anti-malware protection
- Password manager
- Online parental controls



	LegalShield	IDShield	LegalShield & IDShield
	Per Pay Period	Per Pay Period	Per Pay Period
Employee	\$7.90	\$3.58	\$10.98
Family		\$6.93	\$13.83

RETIREMENT BENEFITS

Voya Financial
888.311.9487
www.voya.com

401(a) Money Purchase Plan

The 401(a) is an individual, self-directed retirement account that becomes available to the employee at retirement. Contributions are made on a pre-tax basis. Full-time and part-time benefited employees are required to participate from their date of hire. Part-time non-benefited employees are not eligible.

Contributions

The mandatory employee contribution into the 401(a) is 12% of the employee’s base salary per pay period. SMFR matches your contribution with another 12%.

Years of Service	Vested %
Less than 1	0%
1, but less than 2	33%
2, but less than 3	66%
3 or more	100%



RETIREMENT BENEFITS

457(b) Deferred Compensation Plan

The 457(b) allows SMFR to assist employees in building retirement funds. You may contribute on a pre-tax and/or after-tax basis and the investments grow tax deferred.

Voya Financial

888.311.9487

www.voya.com

Contributions

- **Traditional 457(b):** Employee contributions are made on a pre-tax basis, reducing current taxable compensation. Earnings grow tax-deferred, and distributions are taxable.
- **Roth Account:** Designated Roth contributions are made by the employee on an after-tax basis. These contributions are not tax-deferred, but earnings in the Roth Account grow tax-deferred and qualified distributions are tax-free.

SMFR matches contributions to the employee 457(b) account in accordance with the following schedule. Employee and employer contributions are fully vested on the first day of participation in the plan.

Years of Service*	Employee Contributions	Employer Match
On date of hire	0% Employee Contribution Required to receive 2% Employer Match	Total of 2%
5th Year	1% Employee Contribution Required to receive 3% Employer Match	Total of 3%
10th Year	2% Employee Contribution Required to receive 4% Employer Match	Total of 4%

**The increase to the Employer Contribution is made at the beginning of the year in which an employee is anticipated to reach their 5th or 10th year of service.*

Retiree Health Savings Plan (RHS)

- The Retiree Health Savings Plan is provided by SMFR to assist employees in building a tax-free fund for retirement health care expenses.** Individuals are eligible to access these funds, tax-free, at the time of separation from service.
- For Line employees, SMFR will contribute 2.5% of the Firefighter I salary per pay period. For Staff employees, SMFR will contribute 1.5% of the Korn Ferry salary grade 15 per pay period. For any questions about the Retiree Health Savings Account please contact Voya Financial Health Account Solutions at (833)232-4673 or HSAINfo@voya.com.

***Retirement health care expenses eligible for reimbursement from the RHS fund consist of all medical expenses eligible under Internal Revenue Code Section 213(d).*

LEAVE BENEFITS

Vacation and Sick Leave

SMFR provides eligible full-time and part-time benefited Staff and Line employees with a variety of paid leave benefits. Below is a summary of some important leave benefits. Specific information can be found in PowerDMS.

Full-Time Benefited Employee Vacation Accrual

Months of Continuous Employment	Line Accrual Hours per year	Staff Accrual Hours Per Year
1- 36	216	104
37 - 108	336	144
109 - 168	360	200
169 - 228	408	224
>228	432	256

Part-Time Benefited Employee Vacation Accrual

Months of Continuous Employment	Staff Part-Time Accrual Hours Per Year
1 - 36	57.2
37 - 108	79.2
109 - 168	110.0
169 - 228	123.2
>228	140.8

Full-Time Benefited Employee Sick Accrual

Employee Accrual	Sick Accrual Hours Per Year
Line	168
Staff	120

LEAVE BENEFITS

Holiday Leave

SMFR observes 11 holidays per year for a total of 88 holiday hours. The specific holidays offered to an employee vary by employee classification and work schedule.

- Full-time Line employees will receive a holiday premium in addition to base pay for only those hours actually worked on shift or special deployment on the calendar day of the holiday.

See the [Holiday Pay Policy #3.1.8](#) for full holiday practices. SMFR observed holidays are as follows for Line and Staff:

Line Holidays

- New Year's Day
- Martin Luther King Day
- Presidents Day
- Easter
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Christmas Day

Staff Holidays

- New Year's Day
- Martin Luther King Day
- Presidents Day
- Floating Holiday
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Day

Paid Maternity Leave

SMFR provides eligible employees with paid maternity leave for use immediately following childbirth once the employee has been employed for one year.

Eligible Line employees may take up to 24 work weeks of paid maternity leave immediately following childbirth for the purposes of recovering from childbirth, re-attaining physical fitness for duty on Line, family bonding, and overall wellness.

Eligible non-Line employees may take up to 12 work weeks of paid maternity leave immediately following childbirth for the purposes of recovering from childbirth, family bonding, and overall wellness. See SMFR policies for details.

Paid Parental Leave

SMFR provides eligible employees with paid parental leave for use after the addition of a child or children to their family once they have been employed for one year.

Eligible employees may take up to six work weeks of paid parental leave after the addition of a child or children to their immediate family for the purposes of caring for the child(ren), family bonding, and overall wellness. See SMFR policies for details.

[Leave Request Form](#)



ADDITIONAL BENEFITS

Wellness is partnered with businesses to help you achieve your health and wellness goals. For contact information or to see additional details on the discounts below, visit the [Wellness website](#).

FitFoods



Discounts on tasty, healthy pre-made meals.

Life Time Fitness



Visit the Wellness website to learn about the current Life Time Fitness offer.

SMFR Safety Foundation



Receive a 50% discount on course registration fees:

- Teen driving (Drivers Ed)
- CPR
- Babysitting Certification

Tuition Reimbursement



SMFR's tuition reimbursement program reimburses up to \$4,000 per employee per year for approved educational coursework. Benefits-eligible employees are eligible for tuition reimbursement for all subject areas of an undergraduate or graduate degree program, regardless of whether the coursework or degree is career related. Visit the HR website to see all guidelines and eligibility.

The following schools provide discounted tuition to SMFR employees:

- Aspen University
- CSU Global
- Columbia Southern University
- Grand Canyon University

Banking Benefits



SMFR has relationships with the following financial institutions. These institutions offer savings specifically for South Metro, including free checking and no annual fees for ATM cards.

Air Academy	Bellco	Credit Union of Colorado	Columbine Federal Credit Union	Wells Fargo
800.223.1983	303.689.7800	303.832.4816	720.283.2346	800.869.3557
aafcu.com	bellco.org	cuofco.org	columbinefcu.com	wellsfargo.com

CONTACT INFORMATION

If you have any questions regarding your benefits or the material contained in this guide, please contact the Human Resources Bureau.

Human Resources

720-989-2426

HR@southmetro.org or TEXT: 720-788-1951

Payroll

720-989-2217

Finance@southmetro.org

Administrator	Benefit	Phone	Website/Email
Cigna	Medical	800-244-6224	www.mycigna.com
Kaiser	Medical	800-632-9700	kp.org
Delta Dental of Colorado	Dental	800-610-0201	www.deltadentalco.com
VSP	Vision	800-877-7195	www.vsp.com
Rocky Mountain Reserve	Flexible Spending Account & Kaiser HSA	888-722-1223	www.rockymountainreserve.com
The Hartford	Life Insurance	888-563-1124	www.thehartford.com/employee-benefits
The Hartford	Long-Term Disability Supplemental LTD	800-549-6514	www.thehartford.com/employee-benefits
The Hartford	Voluntary Accident, Critical Illness & Med Bridge	866-547-4205	www.thehartford.com/employee-benefits
Voya Financial	Retiree Health Savings Plan (RHS) 401a & 457b Retirement Saving Plans	833-232-4673 Bryan Koepf: 303-925-9613 Zach Leonard: 720-488-2407	southmetroretirementplans.com bryan.koepf@morganstanley.com zachary.leonard@morganstanley.com morganstanleyfa.com/thekhgroup
Brower Psychological and other select private providers	Employee Assistance Program	View contact information and up-to-date providers on the HR website	
Police & Fireman's Insurance Association (PFIA)	Various	Jim Snyder: 303-425-6181 Mike Carrigan: 303-619-6112	N/A
LegalShield	Legal Services	N/A	benefits.legalshield.com/smfra



BENEFITS GUIDE 2026

