

the 1<sup>st</sup> year, beginning 90 days from hire date. You must earn the time before it can be used. An employee shall be entitled to one (1/2) sick day for each month of employment, starting with their anniversary date for resignations or retirement. Unused sick days will be paid to employee on anniversary date. A follow up request form must be submitted to the payroll clerk for sick time used for record keeping purposes.

Accumulated unused sick leave is not paid out upon termination or resignation of employment.

### 3.10 Insurance

In addition to your paycheck, eligible employees are currently entitled to receive many valuable benefits described below. These benefits are discussed in more detail in the separate benefits policy handbooks you will receive. Although we would like to continue these benefits, Leoni Township reserves the right to change them or drop them. In the event of any questions of conflict or control, the terms of the actual benefit plan document will control. Leoni Township's sole obligation is to pay the premium that it has agreed to pay. Leoni Township is not liable for the payment of any benefits or claims if the administrator of the plan and/or insurance denies coverage.

Medical	Blue Cross Community Blue PPO with Drug Card
Medical Retired	Eligibility 15 years of service – Age 60 Twp pays 50% for retiree and 25% for the retiree's spouse / a Medical Advantage plan through Blue Cross & Blue Shield as a supplemental and a voluntary Dental & Vision is required once the retiree is Medicare A & B eligible. *Employees hired before December 2006 can retire at any age as long as the years of service are met.
Medical Retired	Eligibility 20 years of service – Age 60 Twp pays 70% for retiree and 30% for the retiree's spouse / a Medical Advantage plan through Blue Cross & Blue Shield as a supplemental and a voluntary Dental & Vision is required once the retiree is Medicare A & B eligible. *Employees hired before December 2006 can retire at any age as long as the years of service are met and the coverage for the retiree's spouses is 70%.
Death of a retiree	The surviving spouse could continue coverage with the Twp at the existing rate of their coverage
COBRA	Eligibility – loss of health care coverage (Processed by Corporate Benefit Strategies, Inc.)