Employee Benefit Overview

Updated September 26, 2025 (updates since original document was published are shown in grey)

This document includes benefit changes as result of the upcoming transition from current county employment to private nonprofit 501(c)(3) employment, effective January 1, 2026. There may be non-transition related changes to benefits effective January 1 that will be communicated during open enrollment in November.

- all current benefits and how they are impacted due to transition (page 1)
- overview of new 401(k) retirement plan (page 2)
- details about changes to current, impacted benefits (pages 3-4)

Alomere Health benefits:

Benefit	Impact due to transition to 501(c)(3) entity
Health Insurance	No change
Health Savings Account (HSA)	No change
Flexible Spending Account (FSA)	No change
Dependent Care Spending Account	No change
Employee Health Clinic: health+	No change
Dental Insurance	No change
Vision Insurance	No change
Basic and Voluntary Life Insurance	No change
Supplemental Benefit Insurance (Aflac)	No change
Employee Assistance Program: Lincoln	No change
Public Service Loan Forgiveness (Federal Program)	No change
Earned Sick and Safe Time (ESST)	No change
County Benefit: Public Employees Retirement Association (PERA)	Ending 12/31/2025 (contributions end, money remains in accounts)
County Benefit: Health Care Savings Plan (HCSP)	Ending 12/31/2025 + roll over early 2026 (contributions end, money remains in accounts)
County Benefit: Deferred Compensation: Corebridge Financial, MN State Retirement System, Nationwide	Ending 12/31/2025 (contributions end, money remains in accounts)
County Benefit: NCPERS Life Insurance	Ending 12/31/2025
County Benefit: Employee Assistance Program: MCIT	Ending 12/31/2025
Benefit Time	Changes effective 1/1/2026
Long Term Disability (LTD)	Changes effective 1/1/2026
401(k) Retirement Plan	New effective 1/1/2026
Individualized Financial Planning	New effective 1/1/2026

Please see FAQ documents on the portal for more information about impacted benefits.

New 401(k) Retirement Plan:

Alomere Health is excited to offer a new 401(k) retirement plan. Alomere Health has partnered with Francis, LLC to provide *free*, individualized financial planning and educational services to all employees on an ongoing basis. These financial planning services will be available both on-site and virtually based on your preference.

- For more information about Francis, LLC: www.francisway.com/alomere

401(k) Plan Highlights:

Employee Contributions (per pay period) (pre-tax and/or post-tax):

- All employees, *excluding temporary employment status*, are eligible to participate in this benefit
- Employees can contribute to their 401(k) on a pre-tax and/or post-tax basis
- Annual employee contribution limits:
    - Employee max contribution limits are based on annual dollar amounts, not a certain % amount
    - 2025 IRS employee contributions limits:
        - Under Age 50 = $23,500
        - Age 50-59 (catch-up contribution) = $31,000
        - Age 60-63 (special catch-up contribution) = $34,750
    - 2026 IRS employee contributions limits: TBD
- All current employees will be automatically enrolled effective 1/1/2026
    - Auto-enrollment: 6% paycheck contributions on a pre-tax basis*
    - Auto-increase: a 1% increase will take place each year on the anniversary of the enrollment date*
        - Auto-increase will be capped at 10% (employees have the option to contribute beyond 10%)

*If you do not want to participate, would like to contribute a different amount, do not want to participate in auto-increase or want to contribute post-tax, you will have the ability to make these adjustments with Milliman. Milliman will be the record keeper. Information will be sent to employees later this year regarding their 401(k) account with Milliman, contact information, etc.

Employer Matching Contributions (per pay period) (pre-tax):

- Alomere Health will provide matching contributions to anyone who contributes to their 401(k) retirement plan.
    - 100% match, up to 6% of employee's contributions
- To be vested, meaning you get both what you and the company contribute, you must be employed for 2 years.
- Previous Alomere Health years of service will be grandfathered into this benefit.

Employer Discretionary Contribution (determined annually) (pre-tax):

- Based on financial health, each plan year Alomere may provide an annual discretionary contribution (0-4% of the employee's annual earnings)
    - All employees, *excluding temporary employment status*, are eligible, even if not contributing on a per pay period basis
    - Employee must have 1,000 hours paid in the plan year
    - Employee must be employed on last day of the plan year (12/31/YYYY)
- To be vested, meaning you get both what you and the company contribute, you must be employed for 3 years.
- Previous Alomere Health years of service will be grandfathered into this benefit.

Example funding scenarios:

Employee A		Employee C	
Employee contribution *per pay period*	6%	Employee contribution *per pay period*	3%
Employer contribution *per pay period*	6%	Employer contribution *per pay period*	3%
Employee B		Employee D	
Employee contribution *per pay period*	11%	Employee contribution *per pay period*	0%
Employer contribution *per pay period*	6%	Employer contribution *per pay period*	0%

***Discretionary *Annual* Employer Contribution (0-4% of employee earnings) applies to all employee scenarios.

Changes to current benefits:

Benefit Time

Changes:

- Vacation accruals will increase by 2 paid personal days each year for non-union employees only
    - intended to provide employees with flexibility to use as they wish: birthdays, holidays or observances, religious or cultural, etc.
- Employees on PTO/EIB accruals will transition to vacation/sick accruals effective 1/1/2026
    - PTO hours will move to the vacation bank, EIB hours will move to the sick bank
    - More information will be communicated to impacted employees
- The sick balance maximum limit/carryover amount will decrease from 720 hours to 300 hours for all employees
- An additional level (level 3) will be added to vacation accruals for non-union employees only

New accruals/carryover limits effective as of 1/1/2026 are shown below:

Sick (*all employees*)

- The table below indicates what a full-time (80 hours per pay period) employee will accrue.

Rate of Sick Earned per Hour Paid	Maximum Hours Earned per Pay Period	Maximum Hours Earned Per Year	Maximum Limit / Carryover
.0462 hours	3.696 hours	96 hours	300 hours

Vacation (*non-union employees only*)

- The tables below indicate what a full-time (80 hours per pay period) employee will accrue.

LEVEL 1 (Staff)

Years of Service	Rate of Vacation Earned per Hour Paid	Maximum Hours Earned per Pay Period	Maximum Hours Earned Per Year	Maximum Carryover (1 x annual accrual)
New Hire	0.05769	4.62 hours	120 hours	120 hours
5 years	0.07692	6.15 hours	160 hours	160 hours
8 years	0.09615	7.69 hours	200 hours	200 hours

LEVEL 2 (Professional Job Class Positions + Supervisors)

Years of Service	Rate of Vacation Earned per Hour Paid	Maximum Hours Earned per Pay Period	Maximum Hours Earned Per Year	Maximum Carryover (1 x annual accrual)
New Hire	0.05769	4.62 hours	120 hours	120 hours
3 years	0.07692	6.15 hours	160 hours	160 hours
5 years	0.09615	7.69 hours	200 hours	200 hours

LEVEL 3 (Managers, Directors, Senior Leadership, Advanced Practice Providers)

Years of Service	Rate of Vacation Earned per Hour Paid	Maximum Hours Earned per Pay Period	Maximum Hours Earned Per Year	Maximum Carryover (1 x annual accrual)
New hire	0.07692	6.15 hours	160 hours	160 hours
5 years	0.09615	7.69 hours	200 hours	200 hours
10 years	0.10769	8.62 hours	224 hours	224 hours

*Vacation balances, up to the current max carryover, on 12/31/2025 will roll over to 1/1/2026.

Health Care Savings Plan (HCSP)

Benefit eligible employees who remain employed from 12/31/2025 to 1/1/2026 will receive a pre-tax roll over (aka financial contribution) from their Sick or EIB benefit bank into HCSP.

- This roll over will be processed due to employment ending under county-owned Alomere Health.
- The new sick balance maximum limit/carryover will be 300 hours for all employees effective 1/1/2026.
- The roll over amount will be based on years of service using an employee's hire date to county-owned Alomere Health, through 12/31/2025.

Years of service	Impacted Hours	Roll over value
30+	>100 hours	100%
25 – 29.99	>200 hours	100%
20 – 24.99	>300 hours	90%
15 – 19.99	>300 hours	80%
10 – 14.99	>300 hours	70%
3 – 9.99	>300 hours	60%

*Employees with less than 3 years of service have not yet accrued 300 hours of sick benefit time.

Example:

- Amy's hire date at county-owned Alomere Health is 5/31/2012
- Amy continues employment from 12/31/2025 to 1/1/2026
- Amy's hourly pay rate is $20 per hour
- As of 12/31/2025, Amy will have 12.5 years of service
- As of 12/31/2025, Amy has 550 hours in her sick benefit time bank
- <u>Early 2026, Amy will receive a roll over of 250 hours (550-300 hours), at $14.00 ($20 x 0.7) = $3,500</u>

Long-Term Disability (LTD) Insurance

Alomere Health will provide employer-paid LTD to all benefit-eligible employees (0.5-1.0 FTE) effective 1/1/2026.

- This benefit will help provide financial support to employees who are absent from work for extended periods of time (more than 90 days).
- LTD benefits begin on the 91st day of a disability and are payable for injury or sickness up to retirement age as defined by Social Security.

Class	Employee Group	Benefit
Class 1	Senior Leadership	60% of your earnings up to a monthly maximum of $20,000
Class 2	All other staff	60% of your earnings up to a monthly maximum of $10,000