

Employee Non-Monetary Incentive 2022 Proposal

| | OFFERING STATUS | Notes | FTYR STAFF | YRPT, SFT, SPT STAFF | ON-CALL STAFF | PRA Employees ONLY | Public Works Employees ONLY | Admin, TH / VIC/ Museum Employees ONLY | Marina Employees ONLY | Police Employees ONLY |
|---------------------------------------------------------------------------------------------------------------------------------------|--------------------|---------|---------------|-------------------------|------------------|-----------------------|--------------------------------|----------------------------------------------|--------------------------|--------------------------|
| SNOW INCENTIVES | | | | | | | | | | |
| Free Frisco Nordic center passes for employee & family | No Change | | x | x | | | | | | |
| Breckenridge Nordic pass for \$55 per adult / dependent | No Change | | x | x | | | | | | |
| Free Nordic rentals Monday-Friday (excluding peak holiday times) | No Change | | x | x | | | | | | |
| Free Nordic group lessons for employees (employee can join an existing group Nordic lesson for free as long as the class is not full) | No Change | | x | x | | | | | | |
| 50% off Nordic skiing/rentals for friends/family (with accompanying employee) | Updated | Was 30% | x | x | | | | | | |
| 50% off Nordic Ski lessons for dependents | NEW | | x | x | | | | | | |
| Free unlimited Tubing Hill session access | No Change | | x | x | | | | | | |
| 8 Friends & Family Frisco Adventure Park Tubing Hill session vouchers | No Change | | x | x | | | | | | |
| 50% off Frisco Adventure Park Tubing Hill (excluding contracted programs/lessons and after 8 F&F used) | NEW | | x | x | | | | | | |
| Cost + Shipping on Nordic Gear: must pre-pay | NEW | | x | x | | | | | | |
| Discounted Copper Mountain ski pass | No Change | | x | x | | | | | | |
| Free Copper Mountain ski exchange voucher program | No Change | | x | x | | | | | | |
| Ski pass loan assistance - interest free | No Change | | x | | | | | | | |
| Free Copper Season Pass | No Change | | | | | x | | | | |

Employee Non-Monetary Incentive 2022 Proposal

| | OFFERING STATUS | Notes | FTYR STAFF | YRPT, SFT, SPT STAFF | ON-CALL STAFF | PRA Employees ONLY | Public Works Employees ONLY | Admin, TH / VIC/ Museum Employees ONLY | Marina Employees ONLY | Police Employees ONLY |
|---------------------------------------------------------------------------------------------------------------------------------------------|--------------------|----------------------|---------------|-------------------------|------------------|-----------------------|--------------------------------|----------------------------------------------|--------------------------|--------------------------|
| MARINA INCENTIVES | | | | | | | | | | |
| FREE Paddle Sport Rentals (SUP, Kayak, Canoes, etc.) - Space available, walk-up only | No Change | | x | x | | | | | | |
| FREE 2-Hour Pontoon / Fishing Boat Rental Reservation: one rental per employee, no after hours rental, can prebook rental 7-days in advance | No Change | | x | x | | | | | | |
| 50% off Frisco Bay Marina rentals | Updated | Was 30% | x | x | | | | | | |
| Cost + Shipping on Special Order Paddle Boats or Boat Parts: must pre-pay | No Change | | x | x | | | | | | |
| 50% off Boat/Paddle Storage (slip, rack and mooring, etc.) | Updated | Was 30% | x | x | | | | | | |
| Free boat rental if not rented for final rental of day; day of only, no after hour rentals | Updated | | x | x | | | | | | |
| FREE Mooring for Personal Use - Drawing: Must be full-time, year-round 2 drawings per summer | NEW | | x | | | | | | | |
| Use of Maria Service Yard for work on Personal Boat: must schedule appointment and complete training | No Change | | x | | | | | | | |
| Free boat rental if not rented; day of only, no after hour rentals | Updated | No after hour rental | | | | | | | x | |
| One free mooring ball (10 max, based on seniority) or one free trailer storage | NEW | | | | | | | | X | |
| Winter storage, 10 spaces, based on seniority | NEW | | | | | | | | X | |

Employee Non-Monetary Incentive 2022 Proposal

| | OFFERING STATUS | Notes | FTYR STAFF | YRPT, SFT, SPT STAFF | ON-CALL STAFF | PRA Employees ONLY | Public Works Employees ONLY | Admin, TH / VIC/ Museum Employees ONLY | Marina Employees ONLY | Police Employees ONLY |
|----------------------------------------------------------------------|--------------------|-------------|---------------|-------------------------|------------------|-----------------------|--------------------------------|----------------------------------------------|--------------------------|--------------------------|
| FOOD AND BEVERAGE INCENTIVES | | | | | | | | | | |
| 50% off Food at Day Lodge | NEW | | x | x | | | | | | |
| Free monthly dinners: October – April | NEW | | | | | x | | | | |
| \$25 Safeway/Walmart gift card (Must work 5-day shift in 7-day week) | NEW | | | | | x | | | | |
| ENVIRONMENT AND WELLNESS INCENTIVES | | | | | | | | | | |
| FREE Vaccination Clinics (Flu, COVID, shingles, etc.) | No Change | | x | x | x | | | | | |
| FREE use of Town Hall's trash dumpster and compost | No Change | | x | x | x | | | | | |
| Got-Gas program | No Change | | x | x | | | | | | |
| Silverthorne Recreation Center discount program | No Change | | x | x | | | | | | |
| FREE admission to TOF sponsored events by lottery | No Change | | x | x | | | | | | |
| MERCHANDISE DISCOUNTS | | | | | | | | | | |
| 50% off Frisco Bay Marina merchandise | Updated | Was 30% | x | x | | | | | | |
| 50% off Tubing Hill merchandise | Updated | Was 30% | x | x | | | | | | |
| 50% off Nordic Center merchandise | Updated | Was 30% | x | x | | | | | | |
| 50% off Merchandise at the Frisco Historic Museum | Updated | Was at Cost | x | x | | | | | | |
| 50% off Merchandise at the Visitor Information Center | Updated | Was at Cost | x | x | | | | | | |

Employee Non-Monetary Incentive 2022 Proposal

| | OFFERING STATUS | Notes | FTYR STAFF | YRPT, SFT, SPT STAFF | ON-CALL STAFF | PRA Employees ONLY | Public Works Employees ONLY | Admin, TH / VIC/ Museum Employees ONLY | Marina Employees ONLY | Police Employees ONLY |
|---------------------------------------------------------------------------------------------------------------------------------|--------------------|---------|---------------|-------------------------|------------------|-----------------------|--------------------------------|----------------------------------------------|--------------------------|--------------------------|
| GENERAL INCENTIVES | | | | | | | | | | |
| Employee recognition and celebrations | No Change | | x | x | x | | | | | |
| Working Advantage (WorkingAdvantage.com) | NEW | | x | x | x | | | | | |
| FREE use of Public Works wash bay | No Change | | x | x | | | | | | |
| Frisco resident pricing and priority for Fun Club & programs, (excluding contracted programs) | No Change | | x | x | | | | | | |
| Government discount on Verizon & Sprint Wireless. Eligible plans up to 18% off, accessories up to 25% off | No Change | | x | x | | | | | | |
| Discounted Elitch Gardens Theme & Water Park tickets, season passes, parking & meal deals | No Change | | x | x | | | | | | |
| Dog/Cat at work program – non-guest facing, non-safety concern areas | No Change | | x | x | | | | | | |
| Professional development / training opportunities | No Change | | x | x | | | | | | |
| 50% off Town of Frisco fields & facilities rentals | Updated | Was 30% | x | x | | | | | | |
| Advanced Auto Parts in Silverthorne discount | NEW | | x | x | | | | | | |
| Free tire disposal program | NEW | | x | x | | | | | | |
| Use of Public Works bay for self-serve personal car oil changes and basic service; M-Th 11AM-2:30PM - must schedule appointment | No Change | | x | x | | | | | | |
| Interest free computer loan - Eligible after 1 year of employment | No Change | | x | | | | | | | |
| Tuition loan assistance | No Change | | x | | | | | | | |
| Optional 4-day work weeks Eligible only if job / workload allows | NEW | | | | | | | x | | |
| Optional work from home blend (3-days in office, 2-from home) Eligible only if job / workload allows | NEW | | | | | | | x | | |
| Interest free firearm loan assistance | No Change | | | | | | | | | x |

Employee Non-Monetary Incentive 2022 Proposal

| | OFFERING STATUS | Notes | FTYR STAFF | YRPT, SFT, SPT STAFF | ON-CALL STAFF | PRA Employees ONLY | Public Works Employees ONLY | Admin, TH / VIC/ Museum Employees ONLY | Marina Employees ONLY | Police Employees ONLY |
|------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-------|------------|----------------------|---------------|--------------------|-----------------------------|----------------------------------------|-----------------------|-----------------------|
| BENEFITS - NO CHANGE AS OF 2/22/2022 | | | | | | | | | | |
| Medical, Dental and Vision Insurance | No Change | | x | | | | | | | |
| Health Screenings | No Change | | x | | | | | | | |
| Health saving & flexible spending accounts - \$750 for individuals only and \$1,400 for families | No Change | | x | | | | | | | |
| Voluntary life insurance | No Change | | x | | | | | | | |
| Short-term disability insurance | No Change | | x | | | | | | | |
| Supplemental long-term insurance | No Change | | x | | | | | | | |
| \$500 Wellness reimbursement (amount is pro-rated based on month of hire; employees hired in December are not eligible for this benefit) | No Change | | x | | | | | | | |
| Retirement benefits; up to 7% on your 6th year | No Change | | x | | | | | | | |
| LegalShield | No Change | | x | | | | | | | |
| Aflac | No Change | | x | | | | | | | |
| Vacation pay | No Change | | x | | | | | | | |
| Holiday pay (8 official Town holidays paid) | No Change | | x | | | | | | | |
| Personal Time (32 hours of personal time / floating holidays; pro-rated based on month of hire, Q4 hires are not eligible) | No Change | | x | | | | | | | |
| Employee housing lottery | No Change | | x | | | | | | | |
| Longevity recognition | No Change | | x | | | | | | | |
| \$100 COVID-19 bonus: employees up-to-date on vaccinations receive a one-time \$100 bonus | No Change | | x | | | | | | | |
| \$50 COVID-19 bonus: employees up-to-date on vaccinations receive a one-time \$50 bonus | No Change | | | x | x | | | | | |
| \$400 Referral Program (hiring supervisors, managers, directors excluded) | No Change | | x | x | x | | | | | |
| Emergency travel assistance | No Change | | x | x | | | | | | |
| Bilingual Differential Pay | No Change | | x | x | x | | | | | |
| Sick leave | No Change | | x | x | x | | | | | |
| Merit increase based on performance | No Change | | x | x | x | | | | | |
| Employee Assistance Program – Professional, Confidential, Quality Assistance available anytime by contacting Mines & Associates | No Change | | x | x | x | | | | | |
| Safety equipment (depending on position) | No Change | | x | x | x | | | | | |
| Seasonal retention bonus program | No Change | | | | | x | x | x | x | |
| Seasonal housing - limited availability, must be seasonal full-time status | No Change | | | | | x | x | | x | |
| The Fire and Police Pension Association of Colorado | No Change | | | | | | | | | x |
| Patrol Training Officer Pay | No Change | | | | | | | | | x |

Incentives and Benefits are subject to change at any time, with or without notice.

Employee Non-Monetary Incentive 2022 Proposal

| | OFFERING STATUS | Notes | FTYR STAFF | YRPT, SFT, SPT STAFF | ON-CALL STAFF | PRA Employees ONLY | Public Works Employees ONLY | Admin, TH / VIC/ Museum Employees ONLY | Marina Employees ONLY | Police Employees ONLY |
|------------------------------------------------------------|--------------------|-------|---------------|-------------------------|------------------|-----------------------|--------------------------------|----------------------------------------------|--------------------------|--------------------------|
| Incentives to Research | | | | | | | | | | |
| FREE Paddle Sport Lessons (sculling clinics?) - Contractor | | | | | | | | | | |
| FREE Learn to Sail Voucher Contractor | | | | | | | | | | |
| 50% off Learn to Sail lessons Contractor | | | | | | | | | | |
| 50% off Water Taxi (employee plus 3 guests???) Contractor | | | | | | | | | | |
| 50% off Food at Island Grill Restaurant Contractor | | | | | | | | | | |
| Ask about Yoga class discounts Contractor | | | | | | | | | | |
| ExpertVoice - should be free, waiting for confirmation | | | | | | | | | | |
| 2-Below Zero discount Contractor | | | | | | | | | | |
| Summit Medallion Donation for Medallion Use | | | | | | | | | | |
| National Park Discount Passes | | | | | | | | | | |

Employee Non-Monetary Incentive 2022 Proposal

| | OFFERING STATUS | Notes | FTYR STAFF | YRPT, SFT, SPT STAFF | ON-CALL STAFF | PRA Employees ONLY | Public Works Employees ONLY | Admin, TH / VIC/ Museum Employees ONLY | Marina Employees ONLY | Police Employees ONLY |
|---------------------------------------------------------------------------------|--------------------|-------|---------------|-------------------------|------------------|-----------------------|--------------------------------|----------------------------------------------|--------------------------|--------------------------|
| BENEFITS - TO RESEARCH | | | | | | | | | | |
| Compensation study impacts | | | | | | | | | | |
| Cost of living increase | | | | | | | | | | |
| Research Insurance for Seasonal / Part-time staff options | | | | | | | | | | |
| Update all Benefits | | | | | | | | | | |
| Employee Housing rental rates | | | | | | | | | | |
| Employee Housing long-term and seasonal options | | | | | | | | | | |
| Employee Housing lease – long-term | | | | | | | | | | |
| Employee Housing lease – seasonal | | | | | | | | | | |
| Housing stipend | | | | | | | | | | |
| Police – take home vehicle benefit | | | | | | | | | | |
| HSA contribution | | | | | | | | | | |
| Retirement contributions, seasonal retirement eligibility | | | | | | | | | | |
| Longevity recognition | | | | | | | | | | |
| Insurance – TOF to cover employee cost | | | | | | | | | | |
| Time-off (vacation, sick, personal time, holiday) – year-round and seasonal, PT | | | | | | | | | | |
| Stop incentivizing people to work sick | | | | | | | | | | |
| Merit increase based on performance | | | | | | | | | | |
| Seasonal retention bonus program | | | | | | | | | | |
| Definition of FTYR – 30+ hours example, benefit eligible | | | | | | | | | | |
| Bonus program for FTYR staff | | | | | | | | | | |
| Wellness reimbursement program for Seasonal / Part-time staff | | | | | | | | | | |
| Down payment or Deposit Grant (no payback) | | | | | | | | | | |
| Tuition Grant, no pay back / Reimbursement program | | | | | | | | | | |
| Cooper Institute (CI) physical fitness program bonus program (police only) | | | | | | | | | | |