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| **Overview of Employee Benefits** |
| **PAID TIME OFF** | ***Holidays***  • 12 days per year***Vacation***  • 13 to 26 days per year, on accrual basis***Sick Leave***  • 13 days per year, on accrual basis***Personal Leave***  • 1 day per calendar year |
| **INSURANCE** | ***Medical*** • PPO Options (United Health Care)***Dental and Vision*** ***Life***  • Employer paid one times salary • Options for dependent and supplemental coverage***Short-Term Disability*** • Employer paid***Long-Term Disability*** • Employer paid |
| **RETIREMENT** | ***Tax-Deferred Defined Contribution Plans*** • Employer paid money purchase plan – 5% of compensation **Voluntary tax-deferred retirement savings option**  |
| **FLEXIBLE SPENDING ACCOUNTS** | ***Section 125 Plan***  • Pre-tax reimbursement for medical expenses |
| **OTHER****BENEFITS** | ***Prepaid Legal Services Plan*** • Consultation, court room representation, other benefits***Flexible Scheduling*** ***Transportation Benefits*** • Employer subsidy for mass transit & parking expensesAdoption AssistanceEducational Assistance |