



“Benefits at a Glance”

Effective date is 30 days from the date of hire the first of the following month. Eligibility requires a minimum of 30 hours per week for eligible full-time staff at a prorated rate.

Health and Dental Rates effective 01/01/2011

Harvard Pilgrim Health Plan HMO

Employee contribution per pay period:

Single \$ 55.35 Emp.& Spouse \$117.00 Emp. Child. \$122.60 Family \$195.38

Dental Insurance is offered with Guardian

Employee contribution per pay period:

Single \$ 5.85 Emp. & Spouse \$10.89 Emp. Child \$12.81 Family \$17.86

Life Insurance, STD, LTD offered at no cost with Guardian.

TSA Tax Sheltered Annuity offered with Principal

Exclude staff that work less than 20 hours per week.

Earned Time and Extended Illness/Salary Continuation Days

- ❖ Please refer to the Policy Manual.
- ❖ Employee must consistently work a minimum of 17.5 hours per week for prorated earned vacation and sick time.

Holiday Policy

- ❖ 8 Paid holidays each calendar year (including your Birthday)
- ❖ 5 Sick days may be accrued each calendar year with accumulation starting at Date of Hire. Days in the bank can be used only when you are sick and have already used 5 earned time days.
- ❖ 5 Bereavement days. Please refer to Policy Manual.

❖ Benes Revised 01/01/2011 W/P