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## **EMPLOYEE BENEFIT PACKAGE**

- **Vacation & Sick leave**
  - Vacation Leave are earned as follows:
    - 1-5 years                      10 days
    - 6-10 years                    12 days
    - 10 years +                    15 days
  - Sick Leave
    - Accumulates 1 day per month up to 120 days
  
- **Health Insurance**
  - **Blue Cross & Blue Shield – BluePride BHA20 Bronze NB**
    - Employer covers 100% of employee single person premium and 50% of family dependent premiums. Any employee out of pocket costs for premiums is a pre-tax contribution.
    - If employee is insured under spouse’s policy, employer reimburses 100% of out of pocket cost of employee’s premium
  - **Health Savings Account (HSA)**
    - Employer contributes \$1200/year into employee’s HSA account
    - Employee can set aside additional pre-tax contributions for out of pocket medical costs and other HSA covered items
  - **Flex Spending Account (FSA)**
    - Employee can set aside pre-tax contributions for vision, dental and childcare services.
  
- **Pension/Retirement Plan**
  - **401(a) Retirement Account**
    - Employee contributes 5% of gross salary and employer matches 7% of gross salary. Employees are eligible to participate after one year of employment