

## **Village Community Services**

### **2017 Employee Benefits**

#### Personal Leave:

Regular full-time and regular part-time staff members will accrue personal leave for their use including: vacation, holiday, sick leave, additional bereavement leave and donating hours to another staff if they choose. Employees in orientation status (first six months) shall only be allowed to use accrued personal leave for designated holidays.

403(b) Retirement Plan: -- No employer match for 2017. Employees may contribute up to \$18,000, plus applicable catch-up contributions.

#### Benefit Eligibility:

Regular full time employees are eligible to participate in the Village Community Services benefit plans. Full time is defined as regularly scheduled to work 30 hours or more per week. Utilization becomes effective on the first day of the month following two (2) months of continuous full time employment. Non eligible employees who are regularly scheduled to work at least 20 hours per week may elect to participate in the Employer's health insurance contracts.

#### Employer paid benefits:

HMO Base Plan - Group Health Cooperative – 100% employer paid for more than 36 hours worked per week; 90% paid for 36 hours worked per week; 85% paid for 34 hours worked; 80% paid for 32 hours worked; and 75% paid for 30 hours worked; remainder of premiums are employee paid. In addition to any employee-paid percentage, employee pays \$40.00 per month.

Buy-Up PPO Plan - Group Health Cooperative – 100% paid for more than 36 hours worked per week; 90% paid for 36 hours worked per week; 85% paid for 34 hours worked; 80% paid for 32 hours worked; and 75% paid for 30 hours worked; remainder of premiums are employee paid. In addition to any employee-paid percentage, employee pays \$88.30 per month.

#### Voluntary, employee-paid benefits:

Group Health Medical coverage for spouse/domestic partner and/or children (\$71.80 per month paid by employer)

Delta Dental of Washington Dental Plan

Willamette Dental Group Dental Plan

VSP Vision Plan

UNUM Supplemental Short Term Disability

UNUM Accident Insurance

UNUM Supplemental Group Term Life/AD&D

Infinisource - Premium Conversion Plan Cafeteria Plan allows pre-tax deductions.