



TURNING ABILITIES INTO OPPORTUNITIES
 GREENE COUNTY RESOURCE BOARD FOR
 PEOPLE WITH DEVELOPMENTAL DISABILITIES

Benefit Summary

The benefits listed are for full-time employees. Part-time employees are eligible for certain holidays and have the ability to invest into Security Benefits 457 plan shown below.

Insurance –

Current Plan Year November 1, 2020 – October 31, 2021

- ❖ Group health – United Healthcare available to employees at a low cost
 - Employee plans available starting as low as \$15.00 a month for a BASE PLAN with options for a BY-UP PLAN as low as \$146.74 per month. The BY-UP PLAN offers a lower deductible. See the table below for additional information:

EMPLOYEE DEDUCTIONS / PAY PERIOD				
	Employee Only	Employee & Spouse	Employee & Children	Employee & Family
Base Plan	\$7.50	\$403.56	\$56.69	\$460.00
Buy-Up Plan	\$73.37	\$541.81	\$165.37	\$644.37

	Base Plan (BCM ^Q)	Buy Up Plan (BKOF)
Services	In-Network	In-Network
Deductible - Individual - Family	\$3,000 \$6,000	\$1,000 \$2,000
Out-of-Pocket Max - Individual - Family	\$6,250 \$12,500	\$6,250 \$12,500
Preventive Visit Physician Visit Specialist Visit Urgent Care	No copay \$35 copay \$70 copay \$50 copay	No copay \$40 copay \$80 copay \$50 copay
Emergency Room	Deductible, then 20%	
Prescription Drugs	30 Day Supply	90 Day Supply
- Generic - Preferred - Non-Preferred	\$10.00 \$35.00 \$60.00	\$25.00 \$87.50 \$150.00

Life Insurance - \$50,000 policy at no cost to employees

- ❖ Dental through Ameritas
 - Agency pays full cost to employees
- ❖ Vision through Ameritas
 - Coverage available for employees and family members at employee cost.
- ❖ Short Term, Long Term, and Additional Voluntary Life Available
 - Current plan is with Met Life at low cost to employees
 - ❖ Coverage available for dependent children and spouses
 - The agency reserves the right to change insurance and dependent coverage at any time
 - Dependent/spousal rate varies for type of coverage needed
 - See Human Resources Manager for rate information

Retirement

- LAGERS - Fully vested after 5 years of full-time employment
- SECURITY BENEFIT – Fully vested after 3 years of full-time employment. (A reduced scale for *Employer Match* of investments for employment less than 3 years)
 - Security Benefit 457B Plan – (Full-time and part-time employees may contribute to this plan)

- Invested thru the employee's payroll deduction via pre-tax or after-tax amounts (or both)
- **Security Benefit 401A – EMPLOYER CONTRIBUTIONS** (Only Full-time employees may receive these contributions by Abilities First based on the criteria below)
 - All full-time employees receive a 2% discretionary contribution made by Abilities First into a 401A (no employee contribution required)
 - Abilities First will also match 50% of the employee's 457B contribution, up to 4%

Travel

- Current of reimbursement at \$0.55/mile for approved travel

Other Benefits:

- Flexible spending (cafeteria) 125 plan for medical and dependent care costs
- Pre-paid Legal/ID Theft protection available.
- 13 paid holidays per year (Full-time employees):
 - New Year's Day
 - Martin Luther King Day
 - Lincoln Day
 - Presidents' Day
 - Truman Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Columbus Day
 - Veterans Day
 - Thanksgiving Day
 - Day after Thanksgiving
 - December 25th

Regular **part-time employees** are eligible for up to four (4) hours of holiday pay if normally scheduled to work on the following holidays:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- December 25th
- PRN and temporary employees are not eligible for holiday pay.

Leave Time:

- **Sick Leave -**

Sick Time Schedule			
Years of Service	Sick Time Earned per Month	Sick Time Earned per Year	Maximum Accrual
0-1	4 hours (.50 day)	48 hours (6 days)	480 hours (60 days)
2-5	8 hours (1.00 day)	96 hours (12 days)	480 hours (60 days)
6-10	10 hours (1.25 days)	120 hours (15 days)	480 hours (60 days)
11-20	12 hours (1.50 days)	144 hours (18 days)	480 hours (60 days)
21+	14 hours (1.75 days)	168 hours (21 days)	480 hours (60 days)

- **Vacation Leave –**

Vacation Schedule			
Years of Service	Vacation Earned per Month	Vacation Earned per Year	Maximum Accrual
0-1	6 hours (.75 days)	72 hours (9 days)	144 hours (18 days)
2-5	10 hours (1.25 days)	120 hours (15 days)	240 hours (30 days)
6-10	12 hours (1.5 days)	144 hours (18 days)	288 hours (36 days)
11-20	14 hours (1.75 days)	168 hours (21 days)	336 hours (42 days)
21+	16 hours (2.00 days)	192 hours (24 days)	384 hours (48 days)

*Benefits are subject to change at employer's discretion

Updated 10/1/2020