

Employee Benefits - 2026

| Scheduled Hours | FT = 36-40 | PT = 24-35 | PT = ≥16-23 | PT = ≥ 1-< 16 | PRN | Waiting Period |
|---|------------|------------|-------------|---------------|-----|--|
| Health Employee & Employer Paid | Yes | Yes | No | No | No | First day of the month following 30 days of employment |
| Dental Employee & Employer Paid | Yes | Yes | No | No | No | First day of the month following 30 days of employment |
| Vision Employee & Employer Paid | Yes | Yes | No | No | No | First day of the month following 30 days of employment |
| IPERS | Yes | Yes | Yes | Yes | Yes | First day of employment (Contributions: Employee=6.29% Employer=9.44%) |
| PTO (Paid Time Off) | Yes | Yes | Yes | Yes | No | Will earn PTO on first pay check, but not eligible to use until day 91 |
| *Term Life Insurance-\$50,000 Employer Paid | Yes | No | No | No | No | First day of the month following 30 days of employment |
| **Supplemental Life Employee Paid | Yes | Yes | Yes | No | No | *First of the month following 30 days of employment |
| Short Term Disability Employer Paid (60% of wages) | Yes | No | No | No | No | 90 day waiting period – effective day 91 (begins day four of absence) |
| Long Term Disability Employee Paid | Yes | No | No | No | No | 90 day waiting period – effective day 91 (begins day four of absence) |
| Critical Illness Employee Paid | Yes | Yes | Yes | No | No | No waiting period |
| 20% Inpatient | Yes | Yes | Yes | Yes | No | No waiting period |
| 457 Deferred Savings | Yes | Yes | Yes | No | No | No waiting period |
| 125 Flex Spending Plan | Yes | Yes | Yes | No | No | First day of the month following 30 days of employment (Also |
| Tuition Assistance | Yes | Yes | No | No | No | After twelve months of employment |
| Dietary Discount | Yes | Yes | Yes | Yes | Yes | No waiting period |
| Free MCMH Wellness Classes and Fitness Center | Yes | Yes | Yes | Yes | Yes | No waiting period |
| EAP (Employee Assistance Program) 3 free visits | Yes | Yes | Yes | Yes | No | No waiting period |
| Bereavement Time Off | Yes | Yes | No | No | No | No waiting period, but unable to use PTO |
| Jury Duty Time Off | Yes | Yes | Yes | Yes | No | No waiting period |
| Montgomery County YMCA 10% discount on membership (joiner's fee waived) | Yes | Yes | No | No | No | No waiting period |

***Term Life** (Basic): Age 65: This policy has a reduced value of 65% = \$16,250. Age 70: This policy has a reduced value of 50% = \$12,500.

****Supplemental Life:** Guaranteed issue amount of \$100,000 for Employee. \$50,000 for Spouse.

Sign-up must be no later than 30 days.

If decision for Supplemental Life is made after the 30 days of employment, underwriting will take place.

PTO Chart as of 1/1/23

| Employee Status | Date Of Hire – 4 th year | Beginning of 5 th year through 11 th year | Beginning of 12 th year |
|-----------------|-------------------------------------|---|------------------------------------|
| PRN | 0 | 0 | 0 |
| PT | .047 hours | .066 hours | .085 hours |
| FT | 5.86 | 7.39 | 8.93 |
| Salaried | 7.70 | 9.24 | 10.78 |

Shift Differential

3:00pm-11:00pm = \$2.00/hour on top of regular hourly rate

11:00pm-7:30am = \$3.50/hour on top of regular hourly rate

Must work three (3) hours in the timeframes listed to receive the differential.