

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.