

## **Village Community Services**

### **2015 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 (6 months) shall only be allowed to use accrued personal leave for designated holidays.

403(b) Retirement Plan: – employer match for employee deferrals up to 2%.

#### 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:

Access PPO (HSA)- Group Health Medical Plan – 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.

#### Employee paid benefits:

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