

Benefits Eligibility 2024

	40 HOURS/WEEK
Holiday Pay (must work the day before and after)	11 paid holidays
Vacation (will accrue but cannot use until after probation period is successfully completed)	4 hours per pay period
Sick Leave (will accrue but cannot use until after probation period is successfully completed)	4 hours per pay period
Personal Days (use any time after hire date but before the end of the year as they do not carryover)	5 days per year new hire prorated based on hire date
Health Insurance (effective the first of the month following 30 days after hire date)	Family EE/share minimum of 20% of selected plan per month Single EE/share minimum of 20% of selected plan per month
Dental Insurance family Exempt (effective the first of the month following 30 days after date of hire)	100% SHA Paid
Dental Insurance single Non-Exempt (effective the first of the month following 30 days after date of hire)	100% SHA Paid
Health Care Savings single (effective date same as Health Insurance)	\$1,500 per year SHA pd
Health Care Savings family (effective date same as Health Insurance)	\$3,000 per year SHA pd
FSA for those who do not have health care through SHA (first of the year after hire date)	\$750 per year SHA pd
Life Insurance (effective the first of the month following 30 days after date of hire)	100% SHA Paid
Voluntary Life Insurance (effective the first of the month following 30 days after date of hire)	100% Employee Paid
Retirement Plan percent determined by the State Retirement Plan (immediately)	Employee/SHA 6.9% of gross income
457 Deferred Compensation Plan (immediately)	Employee
Long-term Disability Insurance (first of the month following 30 days)	100% SHA Paid