

## SBWJA EMPLOYEE BENEFITS

1. **Vacation Leave (Accrual)**

| <u>Years of Service</u> | <u>Accrual per weekly pay</u> |
|-------------------------|-------------------------------|
| 0-1 year                | .77 hours                     |
| 1-5 years               | 1.54 hours                    |
| 6-15 years              | 2.31 hours                    |
| 16-24 years             | 3.08 hours                    |
| 25-30 years             | 3.85 hours                    |
| 30+ years               | 4.62 hours                    |

2. **Sick Leave** – One (1) hour per pay period with unlimited accumulation

3. **Personal Time** – One-half (1/2) hour per pay period with one day (8 HRS) carryover

4. **Compensatory Time** – Overtime may be taken as Comp Time or pay. An employee may accumulate and/or use up to a total of (five) 5 days maximum (or 40 hours) per calendar year. (Non-Exempt Only)

5. **Insurance Benefits** –

Health/Dental/Vision/Prescription (Rx) – Highmark Blue Shield (Health/Rx); Capital Blue Cross (Vision); Delta Dental (Dental); ***ALL PREMIUMS PAID BY SBWJA FOR EMPLOYEE/SPOUSE/FAMILY.***

Life/AD&D –Dearborn Life Insurance Company coverage for \$20,000 with \$20,000 for AD&D; all premiums paid by SBWJA for employee only.

6. **Retirement** – SBWJA offers a match of 8% (401 Plan) after one year of service, but employee is not fully vested until 5 years of service; employee eligible to contribute to individual account (457 Plan) following probationary period.

7. **Boot Allowance** - \$200.00 reimbursement per calendar year.

8. **Uniforms** – Uniforms provided at no cost to employee.

9. **Paid Holidays** – New Year's Day  
Good Friday  
Memorial Day  
Independence Day  
Labor Day  
Veteran's Day  
Thanksgiving Day and Day after Thanksgiving  
Christmas Eve, Christmas Day and Day after Christmas