



Employee Benefits

- **Medical**

Employer pays 80% of individual premium cost

&

Employer pays 50% of dependent premium cost

First of the month following 60 days

- **Dental**

Employee pays 100% of premium cost

First of the month following 60 days

- **Vision**

Employee pays 100% of premium cost

First of the month following 60 days

- **Term Life**

(Eligibility is working 35 hours or more)

1.5 x annual earnings

First of the month following 90 days

- **Short Term Disability**

50% of weekly earnings

(Eligibility is working 35 hours or more)

First of the month following 90 days

- **Long Term Disability**

50% of monthly earnings

(Eligibility is working 35 hours or more)

First of the month following 90 days

- **401 K**

Eligible after one year of service and 1,000 hours

worked to receive 35% match of the first 6%

- **Dependent Daycare**

50% off if Child is enrolled with SHCS

- **Merit Pay**

Staff performance evaluations are linked to Merit Pay

WHEN TIME IS AVAILABLE & NUMBER OF DAYS AVAILABLE	40-36 HOURS A WEEK	35-31 HOURS A WEEK	30-24 HOURS A WEEK	25-19 HOURS A WEEK	20 HOURS A WEEK
DURING PROBATION	0	0	0	0	0
3-12 MONTHS 4.5 DAYS	1.38 PER PAY 36 HOURS	1.23 PER PAY 32 HOURS	1.03 PER PAY 27 HOURS	.88 PER PAY 23 HOURS	.69 PER PAY 18 HOURS
1 YEAR ANN. 12.5 DAYS	3.84 PER PAY 100 HOURS	3.38 PER PAY 88 HOURS	2.92 PER PAY 76 HOURS	2.46 PER PAY 64 HOURS	2 PER PAY 52 HOURS
2 YEAR ANN. 18.5 DAYS	5.69 PER PAY 148 HOURS	5 PER PAY 130 HOURS	4.30 PER PAY 112 HOURS	3.61 PER PAY 94 HOURS	2.92 PER PAY 76 HOURS
3-4 YEAR ANN. 21.5 DAYS	6.61 PER PAY 172 HOURS	5.8 PER PAY 151 HOURS	5 PER PAY 130 HOURS	4.19 PER PAY 109 HOURS	3.38 PER PAY 88 HOURS
5-9 YEAR ANN. 24.5 DAYS	7.53 PER PAY 196 HOURS	6.61 PER PAY 172 HOURS	5.69 PER PAY 148 HOURS	4.76 PER PAY 124 HOURS	3.84 PER PAY 100 HOURS
10-19 YEAR ANN. 27.5 DAYS	8.46 PER PAY 220 HOURS	7.42 PER PAY 193 HOURS	6.38 PER PAY 166 HOURS	5.34 PER PAY 139 HOURS	4.30 PER PAY 112 HOURS
20+ YEAR ANN. 30.5 DAYS	9.38 PER PAY 244 HOURS	8.23 PER PAY 214 HOURS	7.07 PER PAY 184 HOURS	5.92 PER PAY 154 HOURS	4.76 PER PAY 124 HOURS