



## Northwest Regional Development Commission- Overview of Benefits

- 1) Staff earns 13 days of vacation per year for first two years then increases to 16 days of vacation per year. Can be accumulated up to 192 hours (24 days).
- 2) Sick Leave - Earn One day of sick leave per month or 12 days per year. Can accumulate up to 800 hours.
- 3) Ten paid holidays per year.
- 4) Medical/Hospitalization Group Insurance – High Deductible. Commission currently pays up to \$17,700 (81%) annually towards premiums for family coverage and 100% of the premiums for single coverage.
- 5) Health Savings Plan - The Commission contributes \$1,800 annually (\$150 per month) to staff covered under a single plan and \$0 to staff covered under a family plan.
- 6) Short and Long-Term Disability Insurance - 60% (nontaxable) of Monthly Salary
- 7) Life Insurance - \$50,000 term life insurance policy
- 8) PERA - Public Employees Retirement Association – Staff must contribute 6.50% and the Commission provides a 7.50% match. PERA is a pension plan, once you start drawing it is for life.
- 9) Flex Plan - We have a flex plan which new staff are eligible to join 6 months after the start of their employment.
- 10) Dental Insurance - Optional - Staff pays 100% of the dental insurance premium if they choose to participate. The premium is pre-tax through payroll.
- 11) Normal Social Security and Medicare benefits.
- 12) Workers Compensation Insurance.