

## OVERVIEW- BETTER HOUSING COALITION EMPLOYEE BENEFITS

We appreciate the hard work and dedication our employees bring to BHC. For this and many other reasons, we offer a quality benefits package. It is one way we can say THANK YOU for employee contributions.

\*\*Please note that the *below list is meant as an overview*. For comprehensive details, please request additional information including Plan documents from Human Resources.

Health & Dental benefits are available beginning on the first day of the first complete month of employment. Health & Dental are offered to employees who normally work 25 or more hours per week. Our plans include five coverage tiers: employee only, employee and child(ren), employee and spouse (or same-sex domestic partner), and family (including same-sex domestic partners and their children).

**Holidays, 13 paid holidays**

**Summer Days off- 10 days**

**Paid Time Off (PTO), first year employees 21 days**

**Health Insurance** BHC pays 77.5% of the employee only and 65% of dependent coverage for Anthem Low Plan

**Vision Insurance**

**Dental Insurance**

**Health Savings Account Funding & BHC Contributions**

Use your HSA debit card for qualified medical, dental, vision and prescription. HSA contributions can be rolled over to the next year.

**Employer HSA Contribution**

**In 2023, BHC funding to employee HSA were:**

\$500 - Employee Only

\$750 - Employee + Spouse or Child

\$1,000 - Employee + Children or Family

**Disability Insurance (100% company paid)**

**Worker's Compensation Insurance (100% company paid)**

**Life Insurance and Accidental Death & Dismemberment (100% company paid)**

**Employee Assistance Program (EAP)**

**Flexible Spending Plan** These funds can be used throughout the plan year, but do NOT roll over.

**403(b) Savings Plan**

BHC offers two ways in which you can participate in the 403(b) Plan: Traditional (pretax) Contribution and the Designated Roth Contribution.

You will receive matching contributions from BHC on part of your savings after one year of service (with at least 1000 hours completed) if you are over the age of 21. **BHC will match 100% of your contributions up to five (5%) of your annual salary.**

**BHC will make an employer base contribution to the plan each year of one (1%) of each employee's salary for all eligible employees. This contribution will be made whether or not you make voluntary contributions to the plan.**

You will be 100% vested in the 403(b) Plan after three (3) years of service.

**Tuition Reimbursement**

**Bereavement Leave**

**Benevolent Shared Leave**

**Leave of Absence without Pay**

**Jury Service**

**Time off to Vote**

**Licensure, Training, and Certification costs may be covered if approved by BHC leadership.**