



### **Full-Time Employee Benefits provided by PVPSA**

*(Eligibility established for positions requiring a minimum of 30 hours a week).*

**Paid Time Off** – Up to 21 days per year for first 3 years, increasing to 27 days after 3 years of employment, based on the hours of employment.

**Holidays** - 13 paid holidays per year

**Bereavement Leave** – 3 days paid + 2 more days paid if travel of 250 miles or more is required

**Medical Health Plan\*** – Agency pays 92% of employee only premium for Gold Standard medical coverage. Employee may upgrade at their own expense. Employee pays 8% of cost.

*Family Medical:*

Additional family members: Employer covers 75% of family medical cost (not including employee). Employee is responsible for 25% of cost.

**Dental Plan\*** - Employer pays 90% of the premiums for employees and dependents; Employee pays 10% of cost.

**Vision Plan\*** - Employer pays 90% of the premiums for employees and dependents; Employee pays 10% of cost

**Life Insurance** – Agency paid \$25,000 term policy. Employee may purchase additional life insurance

**Retirement** – Agency paid retirement contribution – 2% of annual salary for first 5 years of employment and increasing to 5% of annual salary after 5 years of employment

**Flexible Spending Account** – Employees may elect this pre-tax program to cover qualifying healthcare expenses.

*\*Employees who work less than 40 hours a week will have additional employee contribution.*