River Valley Child Development Services

2022-2023 Employee Benefits Summary

Effective 9/1/2022

Benefits Provided by Agency

Paid Time Off (PTO)

Years of Service	Weekly Hour Accrual Rate	Total Annual Hours	Total Annual Days	Max Accrual Hours	Max Accrual Days
1st day of employment – end of year 4	3.85	200	25	200	25
1st day of year 5 – end of year 9	4.31	224	28	224	28
1st day of year 10 – end of year 14	4.77	248	31	248	31
1st day of year 15 – end of year 19	5.23	272	34	272	34
1st day of year 20 +	5.69	296	37	296	37

- PTO provided beginning day one of employment.
- PTO must be earned before it can be taken.
- PTO must be taken in 1-hour increments.

Paid Holidays (8 paid hours for each holiday; eligibility begins day one of employment)

- New Year's Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day (2 Days)

Principal

Short Term Disability

- Employee receives 60% of wages while under a physician's care for up to 25 weeks.
- 7 day waiting period for illness and injury. Benefits begin on the 8th day.

Basic Life/Accidental Death & Dismemberment

- $15,000 Life Insurance
- $15,000 Accidental Death & Dismemberment

Retirement: Principal®

- No minimum contribution.
- RVCDS matches $1:$1 up to 6% of employee's gross salary, on 1st day of the month following 91st day of employment
- Employee may begin contributions on the first day of employment

Additional Benefits Provided by Agency

- Paid Birthday Leave

Additional Incentives Provided by Agency

- Direct Deposit
- Wellness Incentive
- Working Advantage Discounts
- Opportunities for Professional Development
- Expense Reimbursement
- Work from Home (up to two days per work week for eligible positions)

Voluntary Benefits

Health Insurance: Aetna

All benefits eligible employees are eligible to participate on the 1st day of the month following the 60th day of employment.
Employees must be scheduled to work a minimum of 30 hours per week. (Premium, per pay- as shown in tables)

Gold Plan
Company share of premium: 70%
Employee share of premium: 30%
Single Deductible: $2,500
Family Deductible: $5,000

Single	$146.05 per check
Employee/Spouse	$314.73 per check
Employee/Child(ren)	$295.45 per check
Family	$434.93 per check

When an employee chooses to sign up for the **Gold Plan**, he or she is eligible for the **Health Reimbursement Arrangement** as detailed below.

Health Reimbursement Arrangement: The Health Plan

- Automatic contributions for employees that select the Gold Plan health insurance.
- Account consists of company contributions only.

Single	$66.67 per month
Employee/Spouse	$83.33 per month
Employee/Children	$100.00 per month
Family	$133.33 per month

Bronze Plan
Company share of premium: 82.10 %
Employee share of premium: 17.90 %
Single Deductible: $5,000
Family Deductible: $10,000
****This plan is NOT eligible for the Health Reimbursement Arrangement**

Single	$76.00 per check
Employee/Spouse	$163.79 per check
Employee/Child(ren)	$153.76 per check
Family	$226.34 per check

Dental: Principal

Single	$11.10 per check
Employee/Spouse	$20.34 per check
Employee/Child(ren)	$26.13 per check
Family	$37.17 per check

Eligibility begins 1st day of the month following the 60th day of employment

Vision: VSP

Single	$3.56 per check
Employee/Spouse	$6.19 per check
Employee/Child(ren)	$7.16 per check
Family	$10.53 per check

Eligibility begins 1st day of the month following the 60th day of employment

Additional Voluntary Benefits: Principal and Guardian

Optional Life Insurance

Employee may purchase additional life insurance for self and family members at time of initial enrollment.

Employee may be required to complete health questionnaires.

Accident

This coverage helps with covering out of pocket expenses related to an accidental injury. The coverage pays tax-free cash benefits directly to the employee regardless of other insurance coverages or actual expenses.

Critical Illness

Coverage in increments of $5K, $10K, $15K, $20K, $25K (based on age) for:

Cancer (Types 1 & 2), kidney failure, organ transplant, stroke, heart attack, coronary artery bypass graft (***list not all inclusive***)

Long Term Disability

This coverage pays out a portion or percentage of your income if you're diagnosed with a serious illness or experience an injury that prevents you from doing your job.