



FY2018-19 EMPLOYEE BENEFITS

- Medical, dental and vision for employee
- Life insurance
- Simple IRA with up to a 3% match by employer
- 10 paid holidays, including:
 - New Year's Day
 - Martin Luther King, Jr. Day
 - President's Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - Day after Thanksgiving
 - Christmas Day
 - Floating holiday of employee's choosing
- Veterans receive Veteran's Day off with pay
- Paid-time-off (PTO) accrual:
 - Until the 1st anniversary – 80 hours (2 weeks)
 - From the 1st to the 5th anniversary – 120 hours (3 weeks)
 - Following the 5th anniversary – 160 hours (4 weeks)
 - Following the 10th anniversary – 200 hours (5 weeks)
- Extended absence disability bank
 - Accrues 7 hours per year up to 1,040 hours (130, 8-hour days) and can be used for extended illness, injury, disability or hospitalization of the employee.
- Employee wellness incentive:
 - Recreation and fitness expenses reimbursable up to \$500/fiscal year
 - 50% off SPRD activities and programs for the employee and his/her household (*see employee handbook for specifics*)
- Direct deposit