

Openlands - Summary of Benefits - Full Time Employees - FY24/25

<u>Vacation</u>	
Date of hire through 5 years service	1.25 days per full month worked (accrues monthly on the 15th)
5 or more years service	1.67 days per full month worked (accrues monthly on the 15th)

<u>Personal Days</u>	
Start date between October 1 and December 15	4 days
Start date between December 16 and February 28	3 days
Start date between March 1 and May 15	2 days
Start date between May 16 and July 31	1 day
Start date after July 31	0 days

Sick Days - 10 per year

<u>Summer Fridays</u>	
Half day Friday's between Memorial Day and Labor Day	

<u>Holidays- 9 days</u>	
Winter Break - Dec 24 through Jan 1 (office is closed)	

Insurance Included in compensation:	
Health Insurance - Blue Cross Blue Shield	
Short Term Disability	
Long Term Disability	
Life Insurance	
100 % of insurance premiums are paid by the employer	

<u>403B Retirement Plan- Fidelity Investments</u>	
Employer Match - up to 5% of Salary	
\$0.25 match for every dollar contributed for first 5 years	
\$0.50 match for every dollar contributed after 5 years	

<u>Dental - 100 % paid for by Employee - Monthly Premium</u>	
<u>PPO</u>	
Employee	39.64
Employee + One	78.42
Employee + Family	141.48
<u>HMO</u>	
Employee	16.10
Employee + One	31.58
Employee + Family	56.40

<u>Vision - 100 % paid for by Employee - Monthly Premium</u>	
<u>PPO</u>	
Employee	7.90
Employee + One	11.98
Employee + Family	21.08

If you want to add a spouse or children to the health insurance plan:

	BCBS Transitional Monthly
<u>Health Insurance</u>	
SPOUSE	663.64
CHILD(ren)	635.30
SPOUSE & CHILDREN	1,298.94
Employee is covered 100% by the Organization	624.21

*Health insurance coverage begins the 1st day of the month following employment
Dental & Vision insurance coverage begins the 1st day of the month following employment*

Newly hired employees cannot take vacation or sick days during the first 90 days.