

**Openlands - Summary of Benefits - Full Time Employees - FY25/26**

**Vacation**

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)

**Personal Days**

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**

**Holidays- 9 days**

**Winter Break - Dec 24, 2025 through Jan 2, 2026**

**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**

**403B Retirement Plan- Fidelity Investments**

**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

If you want Dental or Vision insurance, there is an employee contribution:

**Dental - 100 % paid for by Employee - Monthly Premium**

**PPO**

Employee	39.64
Employee + One	78.42
Employee + Family	141.48

**HMO**

Employee	16.10
Employee + One	31.58
Employee + Family	56.40

**Vision - 100 % paid for by Employee - Monthly Premium**

**PPO**

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:

	<b><u>BCBS Transitional Monthly</u></b>
<b><u>Health Insurance</u></b>	
SPOUSE	826.80
CHILD(ren)	513.42
SPOUSE & CHILDREN	1,340.25
<b><u>Employee is covered 100% by the Organization</u></b>	636.20

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