

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

<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

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:

<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:

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