



## **BENEFITS – PART TIME STAFF**

(minimum scheduled weekly hours = 17.5)

### **Paid Time Off:**

Accruals begin with your first regular payroll and are based on scheduled weekly hours. Time off may be requested as soon as it is earned, subject to approval.

- Vacation:
  - 1<sup>st</sup> year – 2 weeks
  - 3<sup>rd</sup> year – 3 weeks
  - 5<sup>th</sup> year – 4 weeks
  - May carry one week more than current accrual
- Sick:
  - 8 days per year; prorated for staff scheduled less than 5 days/week
  - Unused days roll over into following year to a maximum of 90 days
- Personal:
  - 8 days per year; prorated for staff scheduled less than 5 days/week
  - 2 days accrue at the beginning of each calendar quarter
  - Must be used quarterly

For employees working fewer than 17.5 hours weekly, Paid Leave for All Workers Act (PLAWA) limited paid time off benefits are available.

### **403b Retirement Savings Plan:**

You are eligible to join the plan effective on the first payroll following your hire date.

- Salary reduction contributions are made on a pre-tax basis; an after tax Roth option is available
- Ecker Center makes base contributions starting after the end of the first year of employment in which you complete 1,000 hours of service as follows:

▪ Less than 1 year of service	0%
▪ 1 year – 3 years	2%
▪ 3 years – 6 years	3.5%
▪ 6 years – 10 years	5.5%
▪ 10 years +	7%
- Employer contributions are made regardless whether you contribute to the plan
- Employer contributions have a 5 year graduated vesting schedule.

### **Employee Assistance Program: All One Health**

- Full service EAP with up to 5 face to face counseling sessions, unlimited telephonic support, numerous resources for work/life, life coaching, wellness, medical advocacy, financial/legal, personal assistant

### **Supplemental Benefits: AFLAC**

- Eligible on the first day of the month following 30 days of employment
- Employee contributions are 100% of premium

Current available plans include accident, cancer/specified disease, hospital confinement, critical illness