

Benefits Summary By Employee Type

	FT - PT.625	PT .50 – PT .25	Relief Temp	Contractor
HEALTH BENEFITS				
Health Insurance/Dental & Vision: Must sign up within 60 days of employment. Begins 1st of the month following 30 days of hire. No Employee Premiums!	✓	✓		
Life & AD&D insurance: Employer paid. Eligible 1st of the month following 30 days of hire. Basic life insurance equals 2 ½ times your annual earnings to a maximum of \$250,000. Benefits may also be available in the event of accidental death or dismemberment. Employees must have on file a signed beneficiary.	✓			
Short & Long-Term Disability: Employer paid. Eligible 1st of the month following 30 days of hire. STD 60% of employee's weekly earnings up to \$2,000 per week. LTD 60% of the employee's monthly earnings up to \$5,000 per month.	✓			
Workers Compensation: The Report of Occupational Injury or Illness Report form must be submitted within 24 hours to HR.	✓	✓	✓	✓
Recreation Center & Pool Pass Free using NSHC ID card (for employees only).	✓	✓	✓	✓
FINANCIAL BENEFITS				
Cafeteria Benefit: 12% of any purchase at the Fireweed Café.	✓	✓	✓	✓
Direct Deposit: You must complete authorization forms and submit account information into HR.	✓	✓	✓	✓
Flexible Spending Account: Pre-taxed savings account for medical and dependent care expenses. Must sign up within 30 days of hire.	✓			
Funeral Benefit: \$1,000 paid to your beneficiary. Employees must have on file a signed beneficiary.	✓			
Money Purchase Plan: NSHC contributes an equivalent of 7% of your gross earnings on a quarterly basis. Begins after 1 year of employment and 1000 hours of service. There is a vesting schedule.	✓	✓	✓	✓
Tax Sheltered Annuity Plan 403(b): Retirement Plan. 100% Employee paid. You select the amount. Sign up at HR.	✓	✓	✓	✓
LEAVE BENEFITS				
Flex Leave (Vacation leave): Accruals start on first day of employment. Must be employed 30 days to use it. Please refer to Employee Handbook section 5.25.	✓	✓		
Extended Illness Leave (Sick leave): Accruals start on first day of employment. Must be employed 30 days to use it. Please refer to Employee Handbook section 5.45	✓	✓		
Subsistence Leave: 40 hours annually (prorated depending on status) Is to be used for subsistence purposes only.	✓	✓		
Holiday pay: 10 paid holidays + employee's birthday. Please refer to Employee Handbook section 5.40	✓	✓		
Jury Duty Pay: Employees must obtain a jury duty slip from the court clerk and submit any compensation received from the court to their immediate supervisor. Please refer to Employee Handbook section 5.55	✓	✓		
Bereavement Leave: 5 days paid for death of immediate family member. Please refer to Employee Handbook section 5.35	✓	✓		
Family Medical Leave Act (FMLA): Job protected leave. Eligible after 1 year of employment and 1250 hours of service.	✓	✓	✓	✓
Volunteering: 4 hours of Admin leave per month to do volunteer work at schools, QCC, or other non-profit with approval from supervisor.	✓	✓		
Longevity Leave: up to 480 hours of paid leave upon 10 years of employment and approval from CEO.	✓	✓		