

SRPMIC BENEFITS PACKAGE OVERVIEW

Effective January 1, 2010

Health Plan (effective the 1st of the month following 30 days of regular, fulltime employment)

- It is a self-funded PPO plan using the following provider networks:
 - Blue Preferred of Arizona (Medical - Arizona only)
 - Humana Dental (Dental - Arizona only)
 - Mayo Clinic ("GOLD" Plan only)
 - Beech Street (outside of Arizona)
- Completion of enrollment form is required within 31 days from hire.
- Employee cost:

	"GOLD" Medical Plan Cost Per Month	"SILVER" Medical Plan Cost Per Month	Dental Plan Cost Per Month
Employee only	\$144.56	\$66.80	\$11.34
Employee/Spouse	\$357.47	\$173.70	\$22.69
Employee/1 child	\$201.04	\$80.16	\$22.69
Employee/2 children	\$307.50	\$133.62	\$35.15
Employee/3 or more children	\$509.88	\$227.14	\$35.15
Employee/Family	\$509.88	\$227.14	\$35.15

* Medical coverage includes vision and prescription coverage.

Flexible Spending Accounts

- Health Care FSA - \$5000 annual maximum
 - FSA Debit Card available – health care only
- Dependent Care FSA - \$5000 annual maximum

Life Insurance (effective the 1st of the month following 30 days of regular, fulltime employment)

- Life insurance benefit is two times the annual base salary. (\$200,000 maximum)
- Accidental death benefit is an additional two times the annual base salary. (\$200,000 maximum)
- The employer pays the premium.

Short Term Disability (effective the 1st of the month following 30 days of regular, fulltime employment)

- Minimum 12 day waiting period.
- Benefit is 70% of weekly base pay, limited to \$1500.00 per week.
- The employer pays the premium.

Long Term Disability (effective the 1st of the month following 30 days of regular, full-time employment)

- 180 day waiting period
- Benefit is 60% of monthly base pay, limited to \$6000.00 per month.
- The employer pays the premium
- Not available for employees of Salt River High School

Dependent Life Insurance (effective the 1st of the month following 30 days of regular, full-time employment)

- Dependent life benefit is:
 - \$2500.00 per covered child
 - \$5000.00 per covered spouse
- The employee pays the \$1.50 per month premium.

401(k) Plan

- The employer discretionary contribution is 5% of gross wages.
- The employee may defer up to 95% of gross wages, limited to annual maximums as determined by the IRS.
- There is no employer match.
- The vesting schedule for the employer discretionary contribution is 20% per full year of service.
- Trustee is Fidelity Investments
- Not available to employees participating in the Arizona State Retirement System (ASRS), or the Public Safety Personnel Retirement System (PSPRS).

Arizona State Retirement System

- This retirement plan is for Salt River High School employees only.
- Includes long term disability.

Public Safety Personnel Retirement System

- This retirement plan is for certified police officers and firefighters. Correction officers are not covered under this plan.

Worker’s Compensation

- Self-funded plan. Tribal First is the claims administrator.
- Authorized medical treatment
- Temporary Total Disability (TTD) may be available after 8 days of lost work due to work related injury. The benefit is 70% of weekly base pay, limited to \$500.00 per week.

Leave (highlights)

- 10-Month Education contract employees accrue Annual Leave at a rate of three (3) days per contract year.
- Community employees accrue sick and annual (vacation) leave each pay period. Employees accrue leave at the following rates (based on an 80 hour pay period):

Service Period	Annual / pay period	Annual / year	Sick / pay period	Sick / year
1 st four (4) years	4.6 hours	119.6 hours	4.6 hours	119.6 hours
4 to 7 years	5.6 hours	145.6 hours	4.6 hours	119.6 hours
8 to 10 years	6.6 hours	171.6 hours	4.6 hours	119.6 hours
After 10 years	8.0 hours	208 hours	4.6 hours	119.6 hours

- Annual leave may be taken after the initial probationary period has been successfully completed.
- Annual leave in excess of 240 hours is paid to the employee at the end of the calendar year.
- Employees may take 8 hours of paid leave for their birthday. This leave can be taken within 30 days before or after the employee’s birthday.
- Employees in the military reserves may be eligible for up to 20 days of paid leave for reserve duty.

Holidays

- The Community currently has 13 paid holidays. Employees scheduled to work on a recognized holiday, may receive holiday pay in addition to regular pay. The holidays approved by Council are:
 - New Year’s Day
 - Martin Luther King Jr. Day
 - President’s Day
 - Memorial Day
 - SRPMIC Day
 - Independence Day
 - Labor Day
 - Native American Day
 - Veteran’s Day
 - Thanksgiving Day
 - Christmas Day
 - Two (2) discretionary holidays as designated by Council