Part Time Hourly position benefits are as follows:

Paid holidays – calculated on a prorated basis for part-time hours
▪ New Year’s Day
▪ Memorial Day
▪ Independence Day
▪ Labor Day
▪ Thanksgiving Day
▪ Christmas Day

Vacation – calculated on a prorated basis for part-time hours

Personal Days – calculated on a prorated basis for part-time hours

Sick Leave
▪ Eligible employees earn sick leave at the rate of one (1) hour for every thirty (30) hours worked.

Birthday
▪ Your birthday off.

Health Insurance – All Savers United Healthcare (optional) must work a minimum of 30 hours a week
▪ Employer pays 67% of an individual’s coverage. Monthly premiums subject to change as of July 1st each calendar year when premiums change for the new plan year. Insurance starts the first of the month following a 60 day probationary period.

HRA (optional) must work a minimum of 30 hours a week
▪ Employer contributes up to $2,000 towards the qualified medical expenses (must incur cost first and then be reimbursed).

Dental – Employer’s Dental (optional) must work a minimum of 30 hours a week
▪ Premium is covered by the employee.
Full Time Hourly or Salary position benefits are as follows:

Paid holidays
- New Year’s Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

Vacation
- Accrue 6.667 hours per month (80 hours per year) from the time you being work until you have completed one year of employment.
- After one year of employment, accrue 8.667 hours per month (104 hours per year) until you have completed three consecutive years of employment.
- After three consecutive years of employment, accrue 10.667 hours per month (128 hours per year) until you have completed five consecutive years of employment.
- After five consecutive years of employment, accrue 12.667 hours per month (152 hours per year) until you have completed ten consecutive years of employment.
- After ten consecutive years of employment, accrue 15.333 hours per month (184 hours per year) until you have completed fourteen years of employment.
- After fourteen consecutive years of employment, accrue 18.667 hours per month (224 hours per year).

Personal Days
- 3 days of personal business (24 hours per fiscal year).

Sick Leave
- 6 days of sick leave per year (5.33 hours accrued per month) for 48 hours per year.

Birthday
- Your birthday off.

Health Insurance – All Savers United Healthcare (optional)
- Employer pays 67% of an individual’s coverage. Monthly premiums subject to change as of July 1st each calendar year when premiums change for the new plan year. Insurance starts the first of the month following a 60 day probationary period.

HRA (optional)
- Employer contributes up to $2,000 towards the qualified medical expenses (must incur cost first and then be reimbursed).
Dental – Employer’s Dental (optional)
  ▪ Premium is covered by the employee.

Flexible Spending (optional)
  ▪ Optional to set aside funds for medical expenses and reduce taxable income for health and dental premiums.

AFLAC (optional)
  ▪ Life, disability, etc premiums covered by employee.

Retirement 403(b) (optional)
  ▪ Employee contribution only, no employer match.

Membership
  ▪ All employees receive a family membership and a 25% discount in the gift shops and retail greenhouse. Bistro is 10% discount.