

# Employee Benefits

**AETNA HEALTH-** Rooftop offers three health plans. Rooftop pays approximately 80% of the total premium of the base health plan. The employee is responsible for the remainder of the premium. Currently, Rooftop pays \$705.00/monthly per person on health insurance coverage.

*Coverage begins the first day of the first full month after 30 days of employment*

**VISION-** The Blue Vision Insurance pays a percentage of the cost of lenses, exams, and frames. The employee is responsible for the total amount of the vision plan.

**DENTAL-** Anthem Dental offers two plans at the employee's expense. There is a High Plan and a Low Plan. Both Plans pay 100% of preventative/ diagnostic services. For more information on the two plans, please ask for a comparison chart.

**GROUP LIFE INSURANCE-** An anthem employer-paid group life insurance plan of \$10,000 coverage will be paid for you. Dependent coverage of \$1,000 is available and premium cost is absorbed by the employee.

**OPTIONAL LIFE INSURANCE BUY UP-** Rooftop offers employee-paid group life insurance in increments of \$10,000 coverage.

**PENSION-** An employee may contribute to a 403(b)-pension plan offered through Mutual of America. Once they work one year and 1,000 hours, Rooftop will match 20% up to 5% of their contribution.

**EMPLOYEE ASSISTANCE PROGRAM-** EAP is a resource for all Employees to use at no cost to them for assistance. Resource for things such as emotional wellbeing, daily life assistance, etc.

**STARLING MINDS-** Free mental health program for Employees and their families.



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Continued...

**EDUCATION ASSISTANCE-** If funds allow it. There is continuing professional development.

**PERSONAL LEAVE-** Full time, given biweekly (begins accruing the first day of full-time employment)

0-5 years of service .....	8.307 hours
5-10 years of service .....	9.230 hours
10+ years of service .....	10.153 hours

**PAID HOLIDAYS:** If you have to work a holiday (Head Start Centers), you can bank it to use for later.

New Year's Day	Juneteenth	Martin L. King Day
President's Day	Memorial Day	Independence Day
Labor Day	Columbus Day	Election Day
Veteran's Day	Thanksgiving Day	Day after Thanksgiving
Christmas Day		

**SAVINGS CLUB-** Once an employee sets up an account at Carter Bank (bank requires a \$50 deposit to open the account), Rooftop will withhold the amount requested by the employee throughout the year. The employee can withdraw all or part of their savings at any time.

**CHRISTMAS CLUB-** This account is also through Carter Bank. It only requires \$10.00 to open an account. (This one you can only withdraw in October). It is 12- month term from October 21, to October 20, Rooftop will withhold the amount requested by the employee throughout the years. Christmas Club has a 3.5% APY!



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