



BENEFITS SUMMARY

Overview

PVARF's Eligible employees are provided with a wide range of benefit programs to provide protection and security for you and your family. Benefit eligibility varies depending on a number of factors, including employee classification, number of hours worked and length of employment. The PVARF continuously reviews our benefit programs.

Paid Time Off (PTO)

PTO starts accruing upon hire. Regular employees who work at least 15 hours per week are eligible to earn and use PTO. The amount of PTO you receive each year increases with the length of your employment. Employees who work less than 15 hours per week will earn PTO at a rate of 5% for each hour worked.

PTO accrual Rates:

- 1-3 years - 1 hour for 10 hours worked
- 4-14 years - 1.25 hours for every 10 hours worked
- 15 + years - 1.50 hours for every 10 hours worked

Health Benefit Plans – Medical, Dental and Vision

We are pleased to provide regular full-time employees (minimum of 30 hours per week) and their dependents access to medical, dental, and vision care insurance benefits.

Eligibility begins on the first day of the month following thirty days of employment.

The various benefits may be 100% employer paid, voluntary (100% employee paid), or require some combination of employer and employee participation.

Life and AD&D Insurance

PVARF offers Life and AD&D insurance through LifeMap Insurance Company. The first \$50,000 of coverage is provided to employees working at least 20 hours per week, free of charge.

Employees may purchase additional coverage for themselves, their spouse, or their children. Premiums vary depending on each employee's age and salary level. This additional coverage is provided at the employee's expense only.

Disability Programs

Employer paid short- and long-term disability policies are provided to regular employees working 20 hours or more each week.

EAP Plan

Employees can receive assistance with issues pertaining to health & wellness, finances, legal issues and more.

401(k) Plan

All employees (except seasonal or intermittent employees) who have reached 21 years of age are eligible to participate in a traditional 401(k) and/or a Roth program on the first day of any quarter following their date of hire.



Bus Passes

Employees who do not have parking privileges at the VAPORHCS may request reimbursement for the cost of Tri-Met bus passes.

Holidays

The following are paid holidays for PVARF:

- New Year's Day
- Martin Luther King Day
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving
- Christmas.