

# MSSS Benefits 2024

## Health:

- Blue Shield Gold Access+ HMO 0/30
- Blue Shield Platinum Trio HMO 0/30
- Blue Shield Gold Full PPO 0/25
- Blue Shield Gold Full PPO 500/30

Company pays premium for employee. Dependents are at employee's cost age rated premium.

## Dental:

- PPO Principal

Monthly prem.

SP \$50.26 CH \$64.55 Fam \$122.59

Company pays premium for employee. Dependents are at employee's cost, tier rated premiums.

## Life:

- Term Life 15K
- AD+D 15K

Company pays premium for employee- no coverage extended to dependents.

## Vision:

- Principal

Monthly prem.

EE \$9.26 SP \$14.58 CH \$15.90

Fam \$25.14

Company does not pay any premium.

## Vacation:

- 1-3 years 2 weeks
- 4-7 years 3 weeks
- 8 years 4 weeks

Capped at 1.5X annual earning

## Sick:

- 7 days/year-fulltime employees

Front-loaded, Use it or lose it

## Paid Holidays:

10 Holidays-

1. New Year's
2. Presidents' Day
3. Memorial Day
4. Independence Day
5. Labor Day
6. Veteran's Day
7. Thanksgiving (2 days)
8. Christmas (2 days)

## 401(K) Plan:

Participation is "Day-One-Dollar-One".

Employee may contribute to maximum allowed by IRS in any calendar year.

Company contributes 8.25% of employee's salary on a bi-weekly basis, which is 100% vested, immediately.

## Section 125:

FSA: Medical/Dependant Care

(Flexible Spending Account)

\$3,050 Medical Out-of-pocket

\$5,000 Dependent Care or

\$2,500 if married filing separately

Pre-tax payroll deductions

Calendar-year plan-entry annually in

December.