



# Employee Benefit Guide - 2023

## **ELIGIBILITY GUIDELINES**

Employees working at least 30 hours per week at Shelter KC are eligible to enroll in benefits as of their first day of work. Your benefits start immediately!

### **Medical Insurance**

Shelter KC pays 80% of the cost for you and all your dependents

### **Dental Insurance**

Shelter KC pays 50% of the cost for you and all your dependents

### **Vision Insurance**

Shelter KC pays 50% of the cost for you and all your dependents

### **Health Reimbursement Account (HRA)**

For those who participate in one of the medical insurance plans, Shelter KC contributes \$600 for single participants or \$900 for single+1 participants into an HRA account annually

### **Life and Accidental Death & Dismemberment Insurance**

Shelter KC pays 100% of the cost for you to be covered with \$30,000 in Life and AD&D

### **Long Term Disability Insurance**

Shelter KC pays 100% of the cost for you to be covered with 60% LTD coverage

### **9 Paid Holidays**

### **Very Generous PTO**

Year 1 employees can earn as many as 18 days of paid time off

### **403(b) Retirement Savings Plan**

Beginning at year 2 of employment, Shelter KC begins to match retirement contributions

### **Voluntary Benefits Available To Choose From**

Additional Life Insurance \* Critical Illness Insurance \* Accident Insurance