

CENTRE COUNTY RECYCLING AND REFUSE AUTHORITY



EMPLOYEE BENEFITS PACKAGE INFORMATION

Benefits become effective thirty (30) days from date of hire.

Employer Provided Benefit	Coverage	Provider/Additional Information
Health Coverage	Employee/Family	Capital Blue Cross PPO – Health Reimbursement Account is funded by the Authority to cover employee deductibles. <i>No premium payments.</i>
Prescription Plan Coverage	Employee/Family	National Pharmacy Network
Dental Coverage	Employee/Family	Delta Dental <i>No premium payments.</i>
Vision Plan Coverage	Employee/Family	Davis Vision <i>No premium payments.</i>
Life Insurance/AD&D Coverage	Employee Only	Equivalent to annual salary
LTD Coverage	Employee Only	Long term disability available after 90 days
Uniforms	Employee	Provided by uniform rental service
401 Profit Sharing Retirement Fund	Employee	Enrollment eligibility – up to two (2) years from date of hire 0-15% annual employer contribution [Fully vested after three (3) years of continued employment]

100% provided by Centre County Recycling and Refuse Authority

Employee Assistance Program | retained by the Authority, Mazzitti & Sullivan and One America Guidance Resources Program can provide personal, confidential assistance (counseling, etc.) to employees and their immediate family members at no cost to the employee.

OPTIONAL AVAILABLE BENEFITS (require employee contributions)

457 Retirement Plan	Employee contribution up to 5% employer match
Flexible Spending Accounts	[FSA] Employee contributes to fund on pre-tax basis [DCAP] for enrolled employees CCRRA contributes 50% of federal maximum limit.
Supplemental Life Insurance	One America
Verizon Wireless Mobile Discount	Up to 18% off

LEAVE ACCRUAL | ABSENCE | HOLIDAYS

Initial Vacation Accrual	13 days per year Four (4) hours per pay period
Sick Time Accrual	6.5 days per year Two (2) hours per pay period
Personal Day Accrual	Three (3) days per year One (1) day allotted in January, May, September
Funeral Absence	Three (3) days immediate relatives - One (1) day extended family
CCRRA Paid Holidays	New Year's Day Memorial Day 4 th of July Labor Day Thanksgiving Christmas Day

LEAVE ACCRUAL | ABSENCE | HOLIDAYS

- Time off during the first 1040 hours (six months) must be taken without pay.
- Hourly employees can accumulate compensatory hours in lieu of overtime – maximum 24 hours.
- Unused personal time is paid out annually.

GOOD TO KNOW

- All new employees are appointed on a probationary basis for a period of 1040 hours (six months).
- All employees are paid on a bi-weekly basis (two week pay periods). Direct deposit enrollment is available to any banking establishment of the employee's choice with proper documentation.
- Employees securing commercial driver licenses may be eligible for reimbursement.
- Employees and their relatives are eligible to participate in the PA State Employees Credit Union PSECU.
- Safety equipment is provided regularly.