



Benefits Summary

DC PCSB offers a competitive benefit package for full-time employees. Benefit plans and programs are summarized below.

Health Insurance	CareFirst BlueCross BlueShield BlueShield HMO Platinum HealthyBlue Advantage Platinum POS HealthyBlue PPO Gold 1500 100% Employee coverage 60% Dependent(s) coverage
Health Reimbursement Account (HRA)	100% Employer funded health reimbursement for qualified claims. Only for high deductible (PPO) plan participants. \$1200 PPO; individual \$2300 PPO; individual +1 or family level participants
Dental Insurance	Guardian 100% Employee coverage 60% Dependent(s) coverage
Vision Insurance	VSP 100% Employee coverage 60% Dependent(s) coverage
Flexible Spending Account (FSA)	Infinisource: Pre-tax employee contributions towards expenses on dependent care and/or additional costs for Health, Dental and Vision not covered by insurance
Group Life Insurance	Guardian 100% paid by employer up to \$50,000 coverage
Short-Term and Long-Term Disability Insurance	Guardian 100% paid by employer Short-term disability Eligibility period of 14 days Pays 60% of weekly earnings up to maximum of \$2000 per week Long-term disability Eligibility period of 90 days (or when short-term disability ends) Pays 60% of monthly earnings to a maximum of \$5000 per month

403(b) Retirement Plan	TIAA CREF 100% vested Employer matching: The PCSB will match 1.5% for every 1% the employee contributes up to 3%. The PCSB will match an additional 0.5% for every 1% between 3.1% up to 5.5%, up to a total employer contribution of 5.5%.
Transportation Benefit	Parking 100% employer paid <i>or</i> ; Metro pass up to \$130 per month Car-to-go membership shared across organization; corporate Uber account
Holidays	New Year's Day, Birthday of Martin Luther King, Jr., President's Day, DC Emancipation Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and the Friday following Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve
Personal Leave	Employees accrue 4 hours each pay period (26 pay periods) Employees may rollover 40 hours of personal leave year to year.
Vacation Leave	Employees are offered ten vacation days per calendar year. Vacation time is prorated based on day of hire. Employees are able to rollover 5 days (40 hours) of vacation year to year. As employees accrue tenure they earn more vacation time. Leave accrues on anniversary date of employment as follows: *15 days per year – 4 years of employment *20 days per year – 7 years of employment *25 days per year – 10 years of employment
DC Family and Medical Leave	An employee who has worked for twelve months, and has worked at least 1,000 hours in the preceding twelve months, without break in service, may be eligible for up to a total of 16 weeks of unpaid family and /or medical leave in a 24-month period, for qualifying reasons. For eligible employees, the DC PCSB provides eight weeks of paid leave.
Alternate Work Schedule	Employees may work a compressed work schedule, flexible schedule, or work-from-home (WFH) after a positive three-month review and with approval from their manager.
Professional Development	Employees may use up to \$2000 per year for approved professional development. Requests are evaluated on an individual basis.

Please note: Wherever conflicts occur between the contents of this information and the policies of the DC PCSB, the terms and conditions set forth in the policies shall prevail. This summary listing does not include all limitations and exclusions that apply. If you need more information that is not listed here, please contact the Human Resources Department.