



## Benefits Summary

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

### Health Insurance Group # 1B6P

CareFirst Medical and Vision  
 Blue Choice \$30/\$40 (HMO)  
 Healthy Blue Advantage \$300 (POS)  
 Health Blue PPO \$1500 (PPO)  
 100% Employee Coverage  
 60% Dependent(s) Coverage

### Health Reimbursement Account (HRA)

100% Employer funded health reimbursement account 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

### Group Life Insurance

Guardian  
 100% Paid by Employer  
 up to \$50,000

### Short-Term & Long-Term Disability Insurance

Guardian  
 100% Paid by Employer

#### Short Term Disability

Eligibility period of 14 days  
 Pays 60% of weekly earnings to a maximum of \$2,000/week

#### Long Term Disability

Eligibility period of 90 days or date of ST ends  
 Pays 60% of monthly earnings to a maximum of \$5,000/month

### 403(b) Retirement Plan

TIAA CREF  
 Up to 5.5% employer contribution

The PCSB will match 1.5% for every 1% the employee contributes up to 3%. The PCSB will match an additional .5% for every 1% between 3.1% up to 5.5%.

### Flexible Spending Accounts (FSA)

TASC  
 Eligibility period 1 month  
 Pre-tax employee contributions towards expenses on dependent care and any additional cost on Health, Dental, and Vision not covered by the insurance.

### Transportation Benefit

Parking-100% paid by employer or;  
 Metro Pass-up to \$130 metro pass each month for public transit  
 Car-to-go- Membership shared across organization

<b>Holidays</b>	Martin Luther King’s Birthday, 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, New Year’s Eve, New Year’s Day.
<b>Personal Leave</b>	Employees accrue 4 hours each pay period (26 pay periods). Employees may rollover 40 hours of personal and vacation leave year to year .
<b>Vacation Leave</b>	Employees are offered <b>ten</b> vacation days per calendar year. Vacation time is prorated based on your day of hire. Employees are able to rollover 5 days (40 hours) of vacation year to year  As employees accrue tenure they learn more vacation time. Leave increases 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
<b>Work-Life Balance Programs</b>	
<b>Family and Medical Leave</b>	An employee who has worked for twelve months, and has worked at least 1,000 hours in the preceding twelve months, without a 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.
<b>Compressed Work Schedules, Flexible Schedules, and Work-From-Home Arrangements</b>	Employees are allowed to work a compressed work schedule, a flexible schedule, or work from home after a positive three-month review with approval of their manager.
<b>Professional Development</b>	Employees may use up to \$1,400 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.*