

# RECREATION AND PARK COMMISSION FOR THE PARISH OF EAST BATON ROUGE

## 2010 EMPLOYEE BENEFITS

<b>HEALTH INSURANCE</b>	Comprehensive medical benefits including HMO, PPO and HSA (QHDHP) and options are provided through Blue Cross/Blue Shield of Louisiana. Coverage is effective the first of the month, following three months of employment, a (3 month waiting period). BREC pays 85% for employee and 60% for dependents of the HMO premium. This amount is applied to the PPO should employees wish to upgrade to this coverage. Employee cost per month for HMO: \$70.28 - employee only; \$237.47 - employee & spouse or employee & dependent children; \$380.41 - family. Employee cost per month for PPO: \$150.34 - employee only; \$388.94 - employee & spouse or employee & dependent children; \$592.89 - family. Employee cost per month for HSA: \$17.85 – employee only, \$73.58 - employee & spouse or employee & dependent children, \$121.23 – family. BREC also offers voluntary insurance plans: DENTAL, VISION, and SUPPLEMENTAL INSURANCE PLAN (TERM LIFE, CANCER, and SHORT-TERM DISABILITY).
<b>LIFE INSURANCE</b>	The Recreation and Park Commission provides life coverage equivalent to the annual salary of employees in this job classification but not less than \$20,000. Coverage is effective immediately. There is no cost to the employee.
<b>RETIREMENT SYSTEM</b>	BREC contributions to the City-Parish Retirement System for each employee amount to 24.93% of salary. Employees contribute at the rate of 9.5%. Retirement contributions are tax deferred. Personal contributions are kept on account and refunded if employees leave BREC before their retirement. Additional benefit opportunities are available after 25 years through the DROP program. BREC also offers a Supplemental Retirement DEFERRED COMPENSATION PLAN through payroll deduction.
<b>HOLIDAYS</b>	BREC employees receive twelve (12) paid holidays per year.
<b>SICK LEAVE</b>	BREC employees accumulate sick leave at the rate of 120 hours per year the first five years they are employed; accrual of hours will increase based on the number of years of service, thereafter, up to 192 hours for 15 or more years. Employee is eligible to utilize leave after 30 days of continuous employment.
<b>ANNUAL LEAVE</b>	BREC employees earn annual leave at the rate of 100 hours per year the first five years they are employed; accrual of hours will increase based on the number of years of service, thereafter, up to 192 hours for 15 or more years. Employee is eligible to utilize leave after 90 days of continuous employment.
<b>FULL-TIME STATUS</b>	Upon completion of a six-month probationary period and approval of supervisor, full-time status will be achieved.
<b>EMPLOYEE DISCOUNTS</b>	BREC employees can take advantage of a generous facility discount and regular day camp discount.
<b>CREDIT UNION</b>	BREC employees are eligible to join the City Federal Credit Union and enlist in payroll deduction plan. Direct deposit to the Credit Union is also available.

BREC reserves the right at any time and from time to time to modify or amend, in whole or in part, any or all of the provisions of the benefit package.