

2025 Staff Benefits (subject to slight changes for Calendar 2026)

Health Insurance

- MVP Silver Plan with a 30-day waiting period for new staff
- Employee pays 25% of the health premiums
- SEVT pays 75% of the health insurance premium and 100% of the HRA expense
- SEVT pays 100% of the vision, life, and disability insurance premiums

Dental Insurance

- 30 day waiting period for new staff
- Employees pay 23% of the dental premiums, SEVT pays 77% of the dental insurance premium

401(k) Retirement Plan

- SEVT will contribute 3% of an employee's annual earnings for employees who have completed one year of employment within that year and work a minimum of 1,000 hours per plan year are eligible for SEVT's contribution.
- All employees are eligible to make their own contributions (following the introductory period).

Paid Time Off

- Paid time off (PTO) consists of holidays, personal days, and vacation days.
- Each PTO "day" is accrued as eight hours
- Seven paid holidays and three personal days are issued each year. Seven of those days are accrued on New Year's Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. These seven holidays may be banked if you work 40 hours that week. The remaining three days personal days are awarded on April 1st. New staff must have worked three months previous to April 1st to earn personal days. New staff accrue one day per month plus holidays during first year of employment
- Ten PTO days representing vacation time are given to staff who have worked here one-four years. Five additional days are added on their anniversary date of hire starting the employee's fifth year of service. Staff in their first year accrue one paid day off per month worked plus any of the seven holidays listed above as they occur.
- PTO awarded on April 1st will be available to use for 15 months until the following calendar year's June 30th. Up to 40 hours may be carried over past the June 30th deadline.
- Excluding the seven holidays, staff will be issued their paid time off hours each April 1st.

Sick Days

- Five sick days per year based on an eight-hour day will be issued each April 1st. Staff with less than one year of service will accrue one day of sick pay per month worked, up to a maximum of five.
- Up to 40 hours of unused sick time may be carried over to the following year. No more than 80 hours of sick time may be available at any one time.