

**Confederated Tribes of Siletz  
Employee Benefits  
03/20/07**

<u>Coverage Type</u>	<u>Plan Sponsor</u>	<u>Benefit</u>
Life & AD&D	The Hartford	\$10,000 basic coverage on life, reduced at age 65, schedule of benefits for AD&D.
Supplemental Life	The Hartford	Additional group coverage for employee, spouse and dependents. Supplemental coverage is via payroll deduction, and is 100 % employee cost.
Short-Term Disability	The Hartford	Benefits begins after a 29 day elimination period. Plan pays 60% of weekly salary up to \$750/wk.
Long-Term Disability	The Hartford	Benefits begin after a 90 day elimination period. Plan pays 60% of monthly salary up to \$3,000 per month. Maximum benefit period is 2 years.  <u>Note: Other income may be subtracted from short/long term disability.</u>
Voluntary Long-Term Disability	The Hartford	This would increase the duration of long-term disability to age 65. Coverage is via payroll deduction, and is 100% employee cost, based on age and wage.
Pre-paid Legal	Pre-paid Legal Serv.	A pre-paid legal service plan is offered at employee cost. Paid via payroll deduction, at \$14.95 or \$15.95 per month with legal shield.
401K Plan	John Hancock	A 401 K retirement plan available to employees after one year of service and 1,000 hours of employment. January and July are open enrollment dates. Tribe contributes 6% of employee's salary.
Savings Plan	Waddell &Reed	Various types of saving and investments plans available for employees. Tribe allows payroll deduction for employee selected programs. No contribution by Tribe.
Supplemental	AFLAC	Supplemental medical/dental/disability plans for different types of coverage. Plans are individual and are totally the employee's cost. Plan premiums may be pre-tax.
Dental	COHO	\$50 annual deductible, (\$150/family) applies. No deductible for preventive. Plan pays 100% of reasonable &

customary for preventative, 80% for basic services, 50% for major and 50% for ortho. Ortho for dependents under 19 only. Maximum per year \$1000, Ortho \$1000 lifetime.

Employee only	<b>No Cost</b>
One Dependent	\$19.62
Two or More	\$44.69

Medical COHO Medical health coverage. Available to all employees who are regularly scheduled to work at least 30 hours per week. Plan is a Tribal self-funded plan and uses a provider network for services. **No cost to employee**, dependent coverage cost paid by the employee. Deductibles and co-pays do apply, see booklet for details.

Spouse	\$332.45
Children	\$332.45
Family	\$664.90

Prescriptions HealthTrans Prescription drug program through HealthTrans  
**Retail:** \$15, \$30 and \$45 co-pays, for 1mo.  
**Mail order:** \$30, \$60 and \$90 co-pays for mail order prescriptions for 3 months supply, for 2 mo, co-pay. Note: you can now receive a 3 month supply, for 2 mo, co-pay at specified vendors.  
**\$3,000 maximum benefits per year.**

Vision VSP through COHO See VSP pamphlet for details  
 Benefits provided under the medical plan and paid through VSP. **No Cost to Employee**

EAP Program Siletz Tribe Employee Assistance Program. Program to aid employees in dealing with personal problems. Program is available to employees and their families.

**Annual Leave**

Regular full-time Tribal Employees will accrue annual leave based on their length of employment with Tribal government, as follows:

Annual Leave Earned per month -	Up to 2 years	8 hours
	2 to 5 years	10 hours
	5 to 10 years	12 hours
	Over 10 years	14 hours

Regular part-time Tribal Employees will accrue prorated annual leave based on the number of hours worked compared to the full-time equivalency.

## **SICK LEAVE**

Regular full-time Tribal Employees accrue sick leave at the rate of 8 hours per month, up to a maximum of 320 hours. Regular part-time Tribal Employees will accrue pro-rated sick leave based on the number of hours worked compared to the full-time equivalency. Accrued sick leave will not be paid to an Employee upon termination, and sick leave is forfeited upon termination.

## **Holiday Leave**

The following shall be recognized and observed as paid holidays for Regular/Probationary Tribal Employees. On the observance of these holidays by Tribal government, all Tribal offices will be closed.

- New Year's Day
- Martin Luther King's Birthday
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- All Treaty Day September 10th
- Veteran's Day
- Restoration Day
- Thanksgiving Day
- The day after Thanksgiving
- Christmas Day

This handout is designed to provide general information. The plan document(s) relating to a particular benefit will rule in interpreting specific benefit coverage. All Benefits subject to change with or without notice.

More detailed information on benefits can be requested through the Human Resources Department, (541)-444-8274.