

2024 CREA Benefit Package Plan

Level	CREA Monthly Contributions	
	Full	Partial
Tier 1: Director – TFFR	1. Health – Single/single + dependent 2. Term Life - \$50,000 3. Disability 4. Vision - Single	1. Health (ClassicBlue)- Family \$1,433.00; (BlueSaver) – Family \$1,231.62 +HSA Cont. 2. Dental – Family \$56.64– Single \$30.34 3. Vision – Family \$13.20 4. Retirement – TFFR 12.75% - PERS 8.26%
Tier 2: 12 months – TFFR		
Tier 3: 12 months - PERS		
Tier 4: FT but less than 12 months or >/=190+ day contract		
Tier 5: 20-36 hours/week or 100 to 189 day contract*	1. Term Life - \$50,000 2. Disability	1. Benefits based on % of contract 2. Retirement – TFFR 12.75% - PERS 8.26%
Tier 6: <20 hours/week or </= 99 day contract	No Benefits	
Health Savings Account for high deductible insurance plan; Family \$4,100 – SPD \$2,900 – Single \$1650		

Paid Time Off (PTO)	Vacation Days	Max.	Sick Days	Max.	Paid Holidays - If any of these holidays fall on a Saturday or Sunday, the day preceding Saturday or following Sunday shall be taken as a paid holiday.
Tier 1	2.5/month	30	14	120	
Tier 2	1.5/month	23	14	120	
Tier 3	1.5/month	23	14	120	
Tier 4	3/year	5	12	120	Christmas Day, Good Friday, Veteran's Day
Tier 5	1/year	0	5	60	No Paid Holidays
Tier 6	0	0	0	0	No Paid Holidays

*The following breaks down the % paid by CREA of a single/single+dep insurance plan for Tier 5 employees based on the amount of hours worked per week or amount of contract days:

- 50% CREA Paid: 20 hours/week or 100 to 117 day contract
- 60% CREA Paid: 24 hours/week or 118 to 135 day contract
- 70% CREA Paid: 28 hours/week or 136 to 153 day contract
- 80% CREA Paid: 32 hours/week or 154 to 171 day contract
- 90% CREA Paid: 36 hours/week or 172 to 189 day contract

Insurance costs listed are as of January 1, 2024.
 Tier clarifications effective July 1, 2023.