



## CHIP BENEFITS

### Holidays

CHIP observes the following paid holidays:

- ◆ New Year's Day
- ◆ Martin Luther King Jr. Day
- ◆ President's Day
- ◆ Cesar Chavez Day
- ◆ Memorial Day
- ◆ Independence Day
- ◆ Labor Day
- ◆ Veterans Day
- ◆ Thanksgiving Day
- ◆ Day After Thanksgiving
- ◆ Christmas Eve
- ◆ Christmas Day
- ◆ New Year's Eve

### Vacation Leave

Vacation leave begins accruing one month after the start date of employment. Regular full-time employees accrue ten paid vacation hours per month. Following the third year of employment with CHIP, employees working 40 hours per week will accrue an additional eight hours of vacation time for each year of employment thereafter, up to a maximum of 40 additional hours.

### Sick Leave

Sick leave begins accruing one month after the start of employment. Regular full-time employees accrue 8 hours sick leave per month.

### Personal Leave

Regular full-time employees receive Two personal days per year.

### Group Health Insurance

CHIP offers a choice of three group health plans for full time regular employees. CHIP pays 100% of the employee-only health insurance premium for eligible employees.

### Life Insurance

CHIP pays the full premium on a \$25,000 life insurance plan for all full-time employees.

### Retirement (403(b)) Plan

CHIP offers a 403b retirement plan to all regular employees. After the first year of employment, CHIP will contribute to the employee's retirement account. If an employee puts 1% of their salary into a 403b account, they can expect CHIP's contribution to retirement as follows:

- ◆ One through four years of service 2% of employee's salary
- ◆ Five plus years of service 3% of employee's salary.