



## 2023/2024 Benefits

The Alaska Children’s Trust (ACT) provides a comprehensive compensation and benefits (benefits/leave/other) package for team members. The comprehensive benefits package is summarized below and more details on eligibility and guidelines for use are available in the ACT Team Member Handbook.

### Benefits

**Health/Dental/Vision:** ACT offers health/vision/dental insurance to all regular full-time team members and their eligible dependents (spouse and children) and covers a percentage of the cost. Eligibility begins the first of the month after employment (or eligibility). Benefit elections are made through Paychex, our benefits and payroll portal. The benefits plan year runs from October 1 through September 30.

Employee Payroll Deduction (per pay period, 24x per calendar year out of 26 payrolls per calendar year)

Plan	AETNA NATIONAL PPO Plans			Superior Vision	METLIFE
	1000/80	2000/80	HDHP** 3000/90	Vision	Dental
Employee	\$120.63	\$87.50	\$52.53	\$0.35	\$2.15
Employee + Spouse	\$259.13	\$187.90	\$112.65	\$0.75	\$4.70
Employee + Children	\$234.63	\$170.20	\$102.08	\$0.75	\$5.00
Family	\$373.23	\$270.90	\$162.23	\$1.15	\$8.95

**\*\* Health Savings Account (HSA):** When a High Deductible Health Plan (HDHP) is elected a regular full-time team member may choose to start an HSA at First National Bank of Alaska through ACT and receive an annual contribution of \$1,000 from ACT.

**Retirement:** A 401(k) plan is provided through Slavic with no waiting period for eligible team members and ACT matches dollar for dollar, up to 6% of a person’s annual salary. There is a (2) year vesting schedule of 50% per year.

**Group Life/Short-Term Disability (STD)/Long-Term Disability (LTD):** Provided 100% by ACT for regular full-time team members the first of the month following employment.

### LEAVE

**Paid Time Off (PTO):** This starts at 18 days per year (5.54 hrs/payroll) for the first three years for full-time regular team members.

**Holidays:** There are (13) Holidays and (3) Floating Holidays (after 90-day probationary period) per year for regular full-time team members.

**Medical and Family Leave:** There are 12-weeks available for eligible team members.

**Bereavement Leave:** Provided for full-time team members.

### Other

**Employee Assistance Program (EAP):** This program is provided at no cost to all employees

**Hybrid Work:** ACT provides (2) remote days per week after a 90-day probationary period for regular full-time team members.

**Direct Deposit:** You have the option to enroll in direct deposit. Pay is direct deposited bi-weekly.

**Matching Gift Program:** ACT will match 25% up to \$1,000 per year in donations by regular full time team members after one year of employment.

**Sabbatical Program:** Option for regular full-time team members after five years of employment.