Below is a summary of the benefits associated with permanent full-time appointment at Great Lakes Indian Fish & Wildlife Commission.

**Health Insurance** - Federal Employees Health Benefit (FEHB):  *(Due 60 days from date eligible)*
  *(Effective 1st day of the first pay period that begins after application is received and follows a pay period during any part of which you were in pay status.)*
https://www.opm.gov/healthcare-insurance/tribal-employers/health-insurance/
Several insurance carriers to choose from based on your personal health insurance needs.
- Employee pays 12.5% of premium (premiums are deducted pre-tax)
  - Single, Self plus One & Family Coverage

**Dental Insurance** - Delta Dental: *(Eligible the 1st of the month after 30 days)*
https://www.deltadentalwi.com/member/
- Employee pays 25% of premium (premiums are pre-tax)
  - Bi-weekly employee rates are (single) $4.77, (ee+spouse) $9.39, (ee+child(ren)) $10.53, and (family) $18.12 for CY 2024

**Vision Insurance** - Reliance Standard: *(Eligible the 1st of the month after 30 days)*
http://www.reliancestandard.com/dental-vision/
- Employee pays 25% of premium (premiums are pre-tax)
  - Bi-weekly employee rates are (single) $2.21, (ee+1) $4.28, (ee+2 or more) $6.09 for CY 2024
  - $350 per covered person per calendar year for exams, glasses, and contacts

**Flexible Spending Account** - Employee Benefits Corporation: *(Eligible after 60 days)*
http://www.ebcflex.com/
- Pre-tax contributions to Health Care Flexible Spending Accounts ($3200 for 2024)
- Pre-tax contributions to Limited Health Care Flexible Spending Accounts ($3200 for 2024)
- Pre-tax contributions to Dependent Care Flexible Spending Accounts ($5000 for 2024)

**Retirement** - Empower Retirement – 401(k) Plan: *(Eligible after 90 days)*
https://participant.empower-retirement.com/participant/#/login
- GLIFWC contributes 6% of nontax-exempt wages to the 401(k) plan.
  - Employee may contribute pre-tax to 401(k) plan.
  - Employee may contribute post-tax to Roth 401(k) plan.

**Term-Life Insurance** - UNUM: *(Eligible the 1st after 30 days)*
http://www.unum.com/
- GLIFWC pays for the 1st $10,000 in coverage of term-life insurance for the employee.
  - Premiums are based on age and smoking/non-smoking status.
  - Employee may elect more coverage for self, spouse, and/or children.

**Long-Term Disability Insurance** - Reliance Standard: *(Eligible the 1st after 30 days)*
http://www.reliancestandard.com/home/
- GLIFWC pays the premium 100%
  - Elimination Period: 90 consecutive days of Total Disability
Employee Assistance Program – LifeWorks (Optional)
https://glifwc.lifeworks.com/
- Employee and dependent(s) benefit – no cost to employee or dependent(s)
  o Physical, mental and financial support through confidential consultations, information, resources, counselling and community referrals.

Identity Protection Program - Norton LifeLock Identity Protection- (Optional)
- GLIFWC pays the premium 100%.
- Employee benefit that can help protect your identity, devices & online privacy.

Workman’s Compensation - Tribal First
- GLIFWC pays the premium 100% for on-the-job injuries or illness.

Holidays - 15.5 paid holidays per year

Personal Leave – 8 hours per year

Annual Leave – 8 hours per month, 10 hours per month after 3rd year of employment, 14 hours per month after the 5th year of employment and thereafter

Medical Leave - 8 hours per month, 10 hours per month after 3rd year of employment, 14 hours per month after the 5th year of employment and thereafter

Compensatory Leave – Accrued at different rates for different categories of employees.