GREAT LAKES INDIAN FISH & WILDLIFE COMMISSION

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www.glifwc.org

• MEMBER TRIBES •

MICHIGAN	WISCONSIN		MINNESOTA
Bay Mills Community	Bad River Band	Red Cliff Band	Fond du Lac Band
Keweenaw Bay Community	Lac Courte Oreilles Band	St. Croix Chippewa	Mille Lacs Band
Lac Vieux Desert Band	Lac du Flambeau Band	Sokaogon Chippewa	



GLIFWC 2026 Benefit Summary

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 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 2026

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 2026
  - $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 ($3400 for 2026)
- Pre-tax contributions to Limited Health Care Flexible Spending Accounts ($3400 for 2026)
- Pre-tax contributions to Dependent Care Flexible Spending Accounts ($7500 for 2026)

Retirement – Fidelity Investments – 401(k) Plan: **(Eligible after 90 days)**
https://digital.fidelity.com/prgw/digital/login/full-page

- 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 – TELUS Health One (Optional)
https://glifwc.lifeworks.com/

- Employee and dependent(s) benefit – no cost to employee or dependent(s)
    - Physical, mental and financial support through confidential consultations, information, resources, counseling 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 - 14.5 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.