

Cumberland Housing Group Benefits

- ❖ Annual Leave (vacation): Start date through the 1st year of service 48 hours per year; 2nd year through the 5th year of service – 84 hours per year; 6th year through the 10th year of service – 120 hours per year; 11th year through the 20th year of service – 168 hours per year; 21st year and above – 216 hours
- ❖ Holidays: Minimum of twelve paid eight hour holidays.
- ❖ Sick Leave: Eight hours is earned per month for 96 hours per fiscal year.
- ❖ Sick Leave Incentive: up to 24 hours of pay is awarded for not taking sick leave during the fiscal year.
- ❖ Personal Leave: provides full-time employees with up to thirty-two (32) hours per fiscal year.
- ❖ Bereavement Leave: in the event of the death of a defined immediate family member, 24-40 hours of paid time off is awarded.
- ❖ Health Insurance: provided through United Health Care with the Cumberland Housing Group currently paying 95% of the premium for employee only coverage and the employee pays 5%.
- ❖ Dental Insurance: provided through Guardian Insurance with Cumberland Housing Group currently paying 95% of the premium for employee only coverage and the employee pays 5%.
- ❖ Vision Insurance: provided through Vision Service Provider with Cumberland Housing Group currently paying 95% of the premium for employee only coverage and the employee pays 5%.
- ❖ Life Insurance: Coverage is provided to employee and shall be equal to one year's salary up to \$50,000.
- ❖ Long Term Disability: Cumberland Housing Group provides insurance at no cost to the employee for continuance of a portion of salary in case of severe illness or injury requiring absences from work for periods exceeding six (6) months.
- ❖ Retirement Plan: All full-time employees are required to participate in the Cumberland Housing Group retirement plan until the age of 59½. The Cumberland Housing Group will contribute seven and one-half (7½) percent of an employee's gross salary/wage into the plan and the employee will contribute a minimum of four and one-half (4½) percent up to any limit set by the IRS into the plan.
- ❖ Health Prevention: Immunizations such as Hepatitis B and Tetanus will be provided for those employees who may come in contact with any infectious disease while performing assigned duties. We provide immunizations for the flu vaccination when vaccine and services can be made available. Other services are periodically offered such as hearing testing, smoking cessation, health prevention training, etc. All health related services are offered at no cost to the employee.
- ❖ Uniforms: We provide uniforms for all maintenance staff with the employee responsible for cleaning. Certain work boots are required and a paid allowance of \$100 is provided annually after the first year towards the purchase.