



HUMAN RESOURCES/Compensation & Benefits

Benefit Overview – Bus Drivers

Probation: 60 working days (benefits awarded 1st of the month following 60 calendar days)

Contract or Policy Booklet language regarding benefits supersedes anything contained in this general overview.

Benefit days have been converted to hours.

For additional documents or forms, please visit the FWCS Intranet, Compensation & Benefits section of the Human Resources or call 467-2155.

Benefit Days	Brief Description
Holidays	Ten paid holidays per calendar year
Personal Business Days*	Two days/12 hours per year (requires 25 hrs/week or full regular bid route as defined by contract)
Personal Illness Days*	First year of employment: two days/12 hours per year Second year of employment: four days/24 hours per year Third and subsequent years of employment: seven days/42 hours per year for personal illness Maximum accumulation: 110 days/660 hours
Family Illness Days	No family illness days provided; however, non-probationary employees have the right to use up to five accumulated personal illness days/30 hours per year for illness of immediate family

*New employees may have days pro-rated during first calendar year

Insurance Benefits	Brief Description	Cost
Group Health Insurance ** <i>(Elective/Signed enrollment or waiver required)</i>	<ul style="list-style-type: none"> Group Health Plan includes bundled rates for Medical, Dental and Vision coverage through Anthem BCBS Two Options: Core or High Deductible (see 2023 <i>Health Plan Options for Employees</i> comparison sheet) Must enroll within 31 days of initial eligibility. <u>HIPAA Special Enrollment Event or wait until Fall Annual Open Enrollment.</u> District provides annual subsidy as follows: \$9,792 towards single coverage; \$19,296 towards employee plus child, \$22,176 towards employee + spouse and \$25,992 towards family coverage. District contribution to Health Savings Account (HSA) for employees enrolled in High-Deductible Plan Ceases at end of month following last day of employment 	<p>Employee premium payroll deducted 18 times/year</p> <p>Deduction taken pre-tax per Section 125 unless employee opts out at enrollment</p> <p>Employee cost listed at bottom of 2023 <i>Health Plan Options for Employees</i> comparison sheet</p>
Basic Term Life Insurance <i>(FWCS sponsored)</i>	\$25,000 in basic term life insurance coverage.	Premium paid by FWCS
Supplemental Term Life <i>(Optional)</i>	Provides employee with additional term life insurance; premium based on benefit level selected	Premium paid by employee
Dependent Term Life <i>(Optional)</i>	Provides life insurance for eligible dependents	Premium paid by employee

**Requires a regular bid route having both morning and afternoon components

Other Benefits Available	
Section 125 Program <i>(Optional)</i>	An elective program providing employees an annual opportunity to place a portion of their pre-tax salary into a flexible spending account for out-of-pocket medical and dependent care expenses. Optional cancer and accident insurance also available on a pre-tax basis. Enrollment available the first day of the month following eligibility of coverage. Representatives visit each fall.
Other Optional Insurance Products	Life insurance, short-term disability insurance and critical illness insurance; premium based upon income and benefit level selected. Representatives visit buildings annually each fall.
State Retirement <i>(Defined Contribution Account [DC] / monthly pension benefit)</i>	Public Employees' Retirement Fund (PERF) (www.in.gov/inprs or 844-464-6777). Three percent required employee Defined Contribution Account (DC) contribution paid by FWCS (employee always 100% vested). Ten year vesting requirement for lifetime pension benefit per State Statute.
FWCS 403(b) Plan <i>(Optional/Employee Contribution to Individual Retirement Savings)</i>	May elect pre-tax 403(b) payroll contribution or post-tax Roth contribution to one of three approved vendors: Lincoln Financial, MetLife Resources or VALIC. Enrollment available within 30 days of initial employment OR on quarterly basis by completing an enrollment form with the chosen vendor and an FWCS Salary Reduction Authorization form for payroll deduction.
FWCS Retiree Health Insurance	Continuation of group health plan until Medicare-eligible per policy booklet and statutory requirements. Retiree pays 100% of annual premium.