

Stamford Museum & Nature Center



FULL TIME EMPLOYEE BENEFIT SUMMARY

2019

- Vacation Days - (accrued at the rate of .83 days per month of employment), unless department head. Can be taken upon mutual agreement with your manager.
- Sick Leave - 1 day per month
- Flex Days - 8 per calendar year (pro-rated based on date of hire the first year of employment)
- Paid Holidays - 6 per year –
 - New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day
- Jury Duty Leave @ full pay for the first five days
- Bereavement Leave @ 3 days
- Retirement Vesting is on a schedule of 20% per year with a work requirement of 1000 hours in the calendar year. You become fully vested on your 5th year anniversary date. Employer contributions are determined at the end of the calendar year for that year. You must be an active employee on December 31 to receive the employer contribution.
- Life insurance is at one times your annual salary and effective on the first of the month after 60 days of employment and paid by SM&NC
- Medical Insurance is offered on the first of the month, after 90 days of full-time employment. The SM&NC pays 85% of employee only premium costs currently.
 - Health Savings Account –
 - For employees enrolled in our medical program, the SM&NC provides a \$1,100 annual contribution (pro-rated during the first year of employment based on date of hire) to be used to pay for non-covered medical expenses and/or deductibles.
 - This money is accrued each year and held in a personal account that is transferable after departure. It is your account.
 - Short Term Disability premiums paid by SM&NC and effective first of the month after 60 days of employment.
 - Dental, Vision, & LTD coverage are available at employee costs.
- High Performance Bonus Plan is discretionary and based on going above and beyond your job requirements – demonstrating initiative, creativity, out of the box thinking etc.
- You Have Impact Here Award - \$100 AMEX Gift Certificate – awarded monthly to nominated employees from Cabinet Team.
- Monthly Pizza Appreciation Lunches.
- Monthly Birthday Party Celebration.

- Staff Esprit Days at CEO's discretion.
- Annual Holiday Staff & Significant Other Dinner.
- Compensation Increases are discretionary and based on high performance merit.
- Discounted participation for family members of employees in Art, Nature & Me Preschool, summer camp, Salon Series and special programs.
- Discounts at the SM&NC Gift Shop.
- Discounts for family members to all SM&NC fund-raiser events.