



BENEFITS

(for those who work up to 29 hours per week)

Section 125

Often called flexible benefit or cafeteria plan. This section of the IRS code allows staff who pay premiums for health, dental and/or vision coverage, to do so on a tax-free basis. Social Security, federal income, and state taxes are waived.

Flexible spending account

Staff may set aside through payroll deduction tax-free money to pay for un-reimbursed medical, dental and vision costs as well as dependent care expenses. There is a special limited FSA account for those staff who chose to participate in the High Deductible Health Plan. All staff are eligible.

Deferred compensation plan

Staff may set aside compensation on a payroll deduction basis in this optional retirement plan. Federal and state income tax and local option taxes are deferred on the compensation invested. Several investment options are available. Staff authorized to work 20 hours or more are eligible.

Employee assistance program

ACPL retains a counseling firm to provide free and confidential short-term counseling and referral services for staff and immediate family members. All staff are eligible.

Voluntary life insurance plan

Staff may subscribe through payroll deduction to portable term life insurance. Staff authorized to work 20 hours or more are eligible.

Voluntary critical illness plan

Staff may subscribe through payroll deduction. Staff authorized to work 20 hours or more are eligible.

Voluntary long-term care insurance

Staff may apply for long-term care insurance and pay via payroll deduction. Staff authorized to work 20 hours or more are eligible.

Aflac

Staff may choose to explore Aflac options by contacting the ACPL Aflac representative for more information. Staff authorized to work 19 hours or more are eligible.

Vacation

Professional staff begins earning at a four-week rate which goes to five weeks at the 14th anniversary date. Other staff begin earning at a two-week rate at hire; three weeks at the seventh anniversary date; and four weeks at the 14th anniversary date. Vacation accumulates up to 1½ times the eligibility amount and may be taken as soon as it is earned with no minimum waiting time for new staff. All staff are eligible.

Holiday pay

Staff authorized to work 40 hours receive eight hours of pay, or time off, for each of the eight holidays. Staff authorized to work 30 to 39 hours receive six hours of pay, or time off, for each of the eight holidays. Staff authorized to work 20 to 29 hours receive four hours pay or time off.

Free parking

All staff receive free parking including those working at the Main Library facility in downtown Fort Wayne.