



Staff Team Member Benefits Summary

| Benefit Type | What You Receive | Eligible |
|--------------------------------|--|--|
| Medical | Medical benefits are offered through Aetna. There is a Base PPO option and a High PPO option to choose from. The plan utilizes the Aetna POS Network. You also have the option of using out-of-network providers at a lesser benefit than in-network. | F/T Team Members are eligible for these benefits the 1st of the month following 30 days of employment. |
| Dental | Dental benefits include a PPO comprehensive dental plan through MetLife. Team Members have access to any dentist but benefit financially by using United Concordia participating dentists. | |
| Vision | -Supplemental Vision Insurance available with copays for services & \$130 annual allotment. -Additional free discount programs available through VSP and EyeMed networks. | |
| PTO | All Team Members eligible for Paid Time Off (PTO) are granted the following allotment of hours on January 1 st of each year. 1st Calendar Year: 80 hours (<i>prorated based upon date of hire</i>) 2nd Calendar Year: 96 hours 3rd Calendar Year: 112 hours 4th Calendar Year: 128 hours 5th Calendar Year: 144 hours 6th Calendar Year: 160 hours (<i>4 weeks</i>) <i>*Rotating Dispatchers receive 80 hours each year</i> | |
| Parental Leave | All Team Members will receive 5 days (calculated at 8 hours/day) of additional Paid Time Off (PTO) for the birth or adoption of a child. | |
| Flex Spending Accounts (FSA's) | HealthCare FSA: Allocate up to \$2,850 in pre-tax dollars (via payroll deductions) to use for non-covered medical expenses incurred during the calendar year (<i>Federal allowance may change each year</i>). Team Members may roll over up to \$500 each year, instead of losing it. DependentCare FSA: Allocate up to \$5,000 in pre-tax dollars each year to pay for Childcare or in-home care for any disabled or elder family member living with you. | |
| Life Insurance | -BRT provides a free Life and AD&D policy in the amount of \$10,000 for all benefit eligible Team Members. No medical questions asked. - Supplemental Buy-Up Life Insurance Plans available for Team Members, Spouses & Children | |
| Other | AFLAC Supplemental benefits are offered through payroll deduction. Plans offered are Accident, Cancer, Critical Illness and Short-Term Disability. These plans provide cash benefits directly to you at times when you need it most. ConnectCare3 (CC3) is a FREE medical concierge service included with our medical benefits. CC3 is a nurse navigation, patient advocacy, and wellness service offering highly personalized care. A free nurse advocate, health coach, dietician & smoking cessation service just for you! | |
| Pet Insurance | Supplemental coverage is available through Nationwide Pet Insurance for dogs, cats, birds, reptile and exotic pets. | |
| Legal Program | Enjoy easy access to attorneys for common legal issues such as real estate, wills, estate planning, traffic issues, debt collection, tax audits, and identity theft. | |
| Retirement | Empower Retirement Services administers our 401(k) plan. BRT matches 25% on the first 6% contributed by the Team Member. | |
| Holidays | 8 hours of the Team Member's regular, hourly rate will be paid for the following Holidays: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. | Immediately |
| Culture | We offer a flexible and remote/hybrid friendly office environment to support a better Work-Life Balance for all of our Team Members. | Immediately |

Great Benefits For A Great Place To Work