



2024 Benefits Overview - Drivers

At BRT, Our Leaders Are Also Drivers!

Paid Time Off**

1st Calendar Year: **80** hours *(prorated based upon date of hire)*
 2nd Calendar Year: **96** hours 5th Calendar Year: **144** hours
 3rd Calendar Year: **112** hours 6+ Calendar Years: **160** hours
 4th Calendar Year: **128** hours

Parental Leave**

5 days of the Team Member's regular, hourly pay rate will be paid at 8 hrs/day for the birth or adoption of a child.

Bereavement Time**

8 hours of the Team Member's regular, hourly pay rate for bereavement time will be paid. Up to three bereavement days will be granted depending upon circumstances.

Jury Duty**

The difference between a Team Member's regular daily earnings (based upon an 8 hour work day) and the amount they receive for jury duty service will be paid for up to three days.

Holidays

8 hours of the Team Member's regular, hourly rate will be paid for the following : New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. *(eligible immediately after hire)*

Wage Adjustments are regularly reviewed & made as needed.

Safety Trainings are conducted on a regular basis.

Overtime is paid after 40 hours every week.

Shoe Allowance - Boots are reimbursable up to \$125 ea. yr (1x).

Uniforms - A full set of uniforms is issued at hire. Additional items needed may be requested throughout the year.

Per Diem Reimbursement

Per Diem reimbursement is issued at \$35 per each assigned night spent away from their home base.

***F/T Team Members are eligible on the 1st of the month following 30-days.*

Recruiting Bonus

All Positions: \$500

(Applicable to all Team Members and paid in 4 equal quarterly installments, as long as both referred and referring Team Members are still employed with BRT)

Flexible Spending Accounts**

Healthcare - Allocate up to \$3,200 in pre-tax dollars (via payroll deductions) to use for non-covered medical expenses incurred during the calendar year. *(Federal allowance may change each year)*

Dependent Care - Allocate up to \$5,000 in pre-tax dollars (via payroll deductions) to use toward child care or adult dependent care expenses. *(Federal allowance may change each year)*

401(k) Plan

Empower Retirement Services administers our 401(k) Plan. Team Members are eligible to participate on the 1st of the month following 30 days of employment. BRT matches 25% on the first 6% contributed by the Team Member.

Supplemental Buy-up Life and AD&D Insurance**

Additional coverage is available to purchase from MetLife for self, spouse and children through payroll deductions.

AFLAC Supplemental Insurance**

Short-Term Disability; Cancer; Critical Illness and Accident policies are available to purchase through payroll deductions.

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.

Pet Insurance**

Available through Nationwide.

HEALTH INSURANCE

(Contribution Rates are shown in bi-weekly payroll deductions)

Coverage	Base Medical Option	High Medical Option	Dental	Vision	Vision Annual Allowance
Team Member	\$133.83	\$177.46	\$12.00	\$2.48	\$130.00
Team Member & Child(ren)	\$215.46	\$285.70	-----	-----	-----
Team Member & Spouse* / TM + 1	\$281.06	\$372.66	\$23.00	\$4.98	\$130 each
Family	\$386.76	\$512.84	\$39.00	\$6.66	\$130 each
Annual Deductible (individual/family)	\$2000 / \$4000	\$1500 / \$3000	\$0 / \$0	\$0	-----

Note: These premiums are based on non-tobacco-user discounted rates. Tobacco users pay higher premiums.

**BRT has a spousal exclusion policy for working spouses who are offered benefits through their employer.*