



2025 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 pay

Shoe Allowance - Boots are reimbursable up to \$150 ea. Yr (1x) for Full Time Team Members and \$75 ea. Yr (1x) for Part Time Team Members.

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

Recruiting Bonus

For Drivers: \$1,000

All Other 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**

HEALTH INSURANCE

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

Coverage	Regular 2500	Premium 2000	Dental	Vision	Vision Annual Allowance
	Option	Option			
Team Member	\$168.75	\$219.46	\$12.60	\$2.62	\$130.00
Team Member & Child(ren)	\$271.68	\$353.32	-----	-----	-----
Team Member & Spouse* / TM + 1	\$354.37	\$460.85	24.15	\$5.26	\$130 each
Family	\$487.67	\$634.22	\$40.95	\$7.04	\$130 each
Annual Deductible (individual/family)	\$2500 / \$5000	\$2000 / \$4000	\$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.