



Oklahoma City Area Inter-Tribal Health Board (OCAITHB) Full Time Employment Benefits

October 2007

Health Insurance

Health Insurance provided for employee through *Coventry*. Premium of employee is paid in full by OCAITHB. Premium for spouse and/or children must be paid by employee. If employee opts to receive health insurance through other means outside of the Health Board, such as spouse's plan, the amount of \$400 is reimbursed the employee at the end of each month. Proof of outside health insurance coverage must be shown before \$400 monthly reimbursement is issued.

Retirement

The employee is paid 4% of the total salary for retirement expenses. This can be invested by the employee at his or her will. In the near future, OCAITHB will offer and participate in a retirement plan, such as a 401K, that invests the 4% into a plan for the employee. More information may be ascertained by the Executive Director of the Health Board.

Paid Leave Benefits

The employee earns 4 hours of sick leave and 4 hours of annual leave per pay period. Pay period occur every two weeks. This totals 104 hours of sick leave (13 days) and 104 hours (13 days) of annual leave each year.

Workers Compensation

Every employee is covered by Workman's Compensation insurance.