**Non-Represented / Department Head**

**New Hire Benefit Information**

Each calendar year you’ll receive:

* 24 personal hours (3 days)
* 72 sick hours (9 days)
* Vacation accrual will be negotiated with salary when an offer is made.

**Eligibility**

**On first day of employment**

* Health Insurance
* Healthcare Savings Program Account
* Retirement – Hybrid Retirement Plan with a blend of Defined Benefit Plan and a Defined Contribution Plan.
* 457 Plan participation –An additional optional retirement plan – no company match.

**After 3 months of employment**

**Holiday Pay (12 days)**

New Year’s Day Veterans Day

Martin Luther King, Jr. Day Thanksgiving

President’s Day Friday after Thanksgiving

Memorial Day Christmas Eve

4*th* of July Christmas Day

Labor Day New Year’s Eve

**After six months of employment**

* Payment in Lieu of Health Insurance
* Life insurance ($17,000)
* Dental/Optical account (2024 - $900)

[**Public Loans Forgiveness (PSLF)**](https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service) – The Barry County Trial Courts participates in the Public Loan Forgiveness (PSLF). Please review the provisions of the program to see of you qualify.

If so, why not let your service with the County help pay for your direct student loans!