

MCN TRIBAL HUMAN RESOURCES

FULL TIME EMPLOYEES

PAID HOLIDAYS

-14 DAYS

LEAVE BENEFITS (STARTS AFTER 60 DAYS PROBATION PERIOD)

ANNUAL LEAVE

60 DAYS-5 YEARS OF SERVICE

4 PER PP (104 HRS-13 DAYS PER FISCAL YR)

5-10 YEARS OF SERVICE

6 PER PP (156 HRS-19.5 DAYS PER FISCAL YR)

10-UP YEARS OF SERVICE

8 PER PP (208 HRS-26 DAYS PER FISCAL YR)

(ANNUAL LEAVE IS ACCUMMULATED PER 2-WEEK PAY PERIOD UP TO MAX OF 240 HRS)

SICK LEAVE

60 DAYS-UP

4 PER PP (104 HRS-13 DAYS PER FISCAL YR)

(SICK LEAVE IS ACCUMMULATED 4 HOURS PER PAY PERIOD UP TO MAX OF 1040 HRS)

PERSONAL LEAVE

UP TO 3 DAYS EACH FISCAL YEAR

(PERSONAL LEAVE IS PRO-RATED BY HIRE DATE)

BEREAVEMENT LEAVE

UP TO 3 DAYS EACH FISCAL YEAR

(1 DAY NON-IMMEDIATE/3 DAYS IMMEDIATE FAMILY)

BENEFITS AVAILABLE AFTER 1 YEAR OF EMPLOYMENT

MATERNITY LEAVE

Leave benefits that start after 60-day probationary period

CULTURAL/RELIGIOUS LEAVE

8 HRS EACH FISCAL YEAR

JURY DUTY LEAVE

(COURT ORDER REQUIRED)

MILITARY LEAVE

20 DAYS PAID PER FISCAL YEAR

(MILITARY ORDERS REQUIRED)

DISASTER LEAVE

UP TO 3 DAYS

(HR APPROVED)

LEAVE BENEFITS (STARTING IMMEDIATELY)

ADMINISTRATIVE LEAVE - (PRINCIPAL CHIEF APPROVAL)

INCLEMENT WEATHER LEAVE - (PER EMERGENCY MANAGEMENT)

TELE-WORK- (AVAILABLE PER MANAGER APPROVAL)

COMPENSATORY TIME- (PER MANAGER APPROVAL (NON-EXEMPT ONLY))

Event Comp- (Earned during approved events)

OTHER BENEFITS (BEGIN 1ST DAY OF THE MONTH FOLLOWING END OF PROBATION PERIOD)

MEDICAL, PRESCRIPTION, VISION AND DENTAL - INSURANCE FY 2024 (SUBJECT TO CHANGE)

PREMIUM PER PAY PERIOD

- Employee/Spouse - \$60
- Employee/Children- \$60

➤ Employee/Spouse/Children - \$90

MEDICAL INSURANCE

BLUE CROSS/BLUE SHIELD OF OKLAHOMA (NATIVE BLUE)

IN NETWORK

-0- DEDUCTIBLE

-0- CO-PAY

100% PAID

OUT OF NETWORK

\$200 INDIVIDUAL/\$500 FAMILY DEDUCTIBLE

\$700 INDIVIDUAL/\$2100 FAMILY OUT OF POCKET EXPENSE (DEDUCTIBLE WAIVED)

EMERGENCY ROOM/EMERGENCY TRANSPORTATION IN/OUT OF NETWORK - 100% PAID

OUT OF STATE - 100% PAID

PRESCRIPTION CO-PAY

GENERIC \$10

NAME BRAND \$25

CVS AND TARGET PHARMACIES ARE NOT COVERED

EMPLOYEE and FAMILY PRESCRIPTIONS 100% PAID THROUGH MCN PHARMACIES

VISION

\$0 co-pay (once per year)

EYE EXAM 100%

FRAMES 100% UP TO \$150

LENSES:

100% SINGLE UP TO \$80

BIFOCAL UP TO \$200

TRIFOCAL/PROGRESSIVE UP TO \$225

LENTICULAR UP TO \$200

CONTACT LENSES UP TO \$150 ANNUALLY

LASIK/RADIAL KERATOTOMY

EMPLOYEE \$1500 PER EYE

SPOUSE-CHILD \$750 PER EYE

DENTAL

\$25 DEDUCTIBLE

100% PREVENTATIVE

80% ROUTINE/MINOR RESTORATIVE

50% MAJOR RESTORATIVE

UP TO \$3000 ANNUALLY

50% ORTHODONTICS \$3000 LIFETIME

MCN EMPLOYEE MEDICAL CLINIC IS FREE FOR EMPLOYEES AND THEIR FAMILY MEMBERS THAT ARE ENROLLED IN THE BCBS PLAN

MCN EMPLOYEE PRESCRIPTION REFILL IS FREE FOR EMPLOYEES AND THEIR FAMILY MEMBERS WHO ARE ENROLLED IN THE BCBS PLAN

HARTFORD LIFE INSURANCE

2X ANNUAL SALARY UP TO \$100,000 PAID BY MCN

2X ANNUAL SALARY FOR ACCIDENT/DISEMBLEMENT UP TO \$100,000 PAID BY MCN

AVAILABLE SUPPLEMENTAL INSURANCE

DEPENDENT LIFE

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\$5,000 SPOUSE

\$1,000 CHILD

TOTAL COST .69 CENTS PER PAY PERIOD

EMPLOYEE LIFE

UP TO \$500,000 AT AN ADDITIONAL COST

SPOUSE LIFE

UP TO \$100,000 AT AN ADDITIONAL COST

CHILDREN LIFE

\$10,000 UP TO 26 YEARS

SHORT TERM DISABILITY

PAID BY MCN

LONG TERM DISABILITY

AVAILABLE AT AN ADDITIONAL COST

ACCIDENT/DISBURSMENT FAMILY

AVAILABLE AT ADDITIONAL COST

EX: \$10,000 FAMILY .263 CENTS PER PAY PERIOD-

\$100,000 FAMILY \$2.63 PAY PERIOD)

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FREE LAST WILL AND TESTIMENT THROUGH ESTATEGUIDANCE

BANK OF OKLAHOMA (BOK) STARTRIGHT

401K

5% PROFIT SHARING WITH NO CONTRIBUTION

4% MATCH UP TO \$23,000 PER YEAR UNDER AGE OF 50

4% MATCH UP TO 30,500 OVER AGE OF 50

401K LOAN

CHECK BOK FOR DETAILS

EMPLOYEE CHRISTMAS LOAN

CHECK MVSKOKE LOAN FUND FOR DETAIL
