

Union to Salaried

Payroll

- Moves from weekly to bi-weekly (every other week). 52 pay period to 26 pay periods a year.

Medical, Dental, Vision

- Same companies with the same coverage. Deductions just move from weekly to bi-weekly. Costs are equivalent.
- High Deductible Health Plan with Health Savings Account now available to Salaried employees.

Flex Spending

- Health Care Flex Spending and Dependent Care available to Salaried employees. Pre-tax dollars to pay for qualified Health Care and/or Dependent Care expenses.
- It is a “use it or lose it” account.
- Annual re-enrollment.

Life Insurance

- The amount of life insurance increases to your Salary, rounded up to the next \$1,000, plus an additional \$25,000.
- Plus, AD&D (Accidental Death & Dismemberment) in the same amount.
- Voluntary Supplemental Life Insurance available in .5x, 1x, or 2x your salary.
- Voluntary Dependent Life Insurance available for spouse/dependents (up to the age of 26).

Short & Long-Term Disability

- Short- and Long-Term disability is provided by Bi-State, at no cost to the employee, for salaried employees.
- Short-term disability covers until week 25, while Long-term is monthly and covers week 26 on.

Retirement—401k

- If you are non-vested in the union pension plan, upon your second Salaried anniversary, Bi-State will fund \$2 for every \$1 of current contributions remaining in the hourly pension plan as of transfer date.
- If you are vested in the union pension plan, your pension is calculated and is frozen as of the transfer date, until retirement or separation.
- Bi-State puts 6% of your bi-weekly earning go into your 401k.
- 50% match up to the first 5% you contribute into your 401k.

Paid Time Off & Holidays

- Vacation, Sick, PPL (Personal Paid Leave) hours are converted to PTO time.
- PTO earned (accrued) monthly

YEARS OF SERVICE	PTO HOURS ACCRUED EACH MONTH	HOURS PER YEAR
1 through 4	13.33	160 Hours
5 through 9	14.66	176 Hours
10 through 14	16.66	200 Hours
15 through 24	20.00	240 Hours
25 and over	23.33	280 Hours

- 11 Holidays

New Year's Day	Labor Day
Dr. Martin Luther King's Birthday*	Thanksgiving Day
President's Day*	Day after Thanksgiving*
Juneteenth	Christmas Day
Memorial Day	Employee's Birthday*
Independence Day	

***MAY BE USED AS FLOATING HOLIDAYS (subject to departmental policy)**

An employee has 31 days from the transfer date from Union to Salaried, to update their benefits.

If you have additional questions:

Visit **The Hub**, Support Services > Org Effectiveness > My Benefits

Phone: 314-982-1400 x 3006

Email: Benefits@BiStateDev.org

*This sheet is for informational purposes only. See Plan Documents for Full Details.