

HR Policies & Benefits

These are the policies and benefits that are included in this survey.

Health and Welfare Benefits

Section 125 Plans
Full Cafeteria Plans
Life Insurance
Long Term/Elder Care Insurance
Accidental Death and Dismemberment Insurance
Short-term Disability Insurance
Sick/Personal Day Plans
Long-term Disability Insurance
Medical Insurance
Indemnity Plans
HMO Plans
PPO/POS Plans
High Deductible Health Plan with an HAS
Health Reimbursement Account (HRA)
Prescription Drug Plan
Dental Insurance
Vision Care Insurance
Adoption Benefits

Retirement Benefits

Retiree Benefits
Profit Sharing Plans
401(k) or 403(b) Plans
Pension Plans (Excluding Profit Sharing)

Miscellaneous Benefits

Credit Union
Benefit Statements
Termination Policy/Practice
Severance Policies

Pay Practices

Pay Administration
Premium Pay
Incentive Systems
Performance Appraisal

HR Policies & Benefits

(continued)

Working Conditions

Dress Code

Work Hours

Alternate Work Schedules

Meal and Break Periods

Health, Wellness, and Safety Programs

Seniority Policy

Moving & Relocation Expenses (Transferred Employees)

Moving & Relocation Expenses (New Employees)

Travel, Automobile & Cell Phone Policy

Absenteeism and Tardiness

Leave of Absence

Internet/E-mail Use

Paid Time Off

Vacation

Holidays

Military Leave

Jury Duty

Volunteer Leave

Bereavement Leave

Paid Time Off

Part-Time Employee Benefits

Recruitment, Training and Development

Recruitment and Selection Practices

Reference Checking

Hiring & Retention

Orientation

Tuition Reimbursement

Development Programs

Employee/Community Relations

Service Awards

Matching Contributions

Organization Sponsored Social/Recreational Activities

Scholarship/Educational Savings Programs