

NIPR Benefits At a Glance

Benefits

Health, Dental and Vision are effective the first of the month, following your start date.

Retirement

You can start contributing to retirement on the first of the month, following 30 days of employment with NIPR.

PTO

Accrues at the rate of 4.33 hours per pay period which equates to 3 weeks in a full calendar year.

Sick

Accrues at the rate of 1 day for every month worked.

Float Days

Every January, NIPR employees receive 3 float days or 22.50 hours. Depending on when you start, you will receive float days according to the chart below. You also receive your birthday as paid time off. Float days must be used by April 30th of the following year.

Employment Date	Regular Full - Time	Regular Part - Time
Prior to May 1	22.50 hours	11.25 hours
May 1 through Aug. 31	15.00 hours	7.50 hours
Sept. 1 or after	7.50 hours	3.75 hours

Paid Holidays

- New Year's Day - January 1st
- Martin Luther King, Jr. Day
- Memorial Day
- President's Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving Day and the Friday following
- Christmas Day

You can find additional information about Health, Dental, Vision, Retirement and other benefits by using the below link

<https://naiconline.sharepoint.com/sites/Benefits>