

Employee Benefits Package – Full-Time Employees

The Employee Benefits Package includes the Following

- Health Insurance through the Federal Plans (FEHB) is offered for Self, Employee + One and Family. Employees who are considered full time status pay 10% of the premium and the employer pays 90% of the premium. Begins 30 days after hire date.
- Vision Insurance is offered through Anthem BC/BS Private Ins. for Self, Employee + One – children, and Family. Begins 30 days after hire date.
- Dental Insurance is offered through Delta Dental of Wisconsin for Self, Employee + One – children, and Family. Begins 30 days after hire date.
- The Tribe pays for a life insurance policy for the employee that is valued at 2 times your Base Salary, up to \$200,000. This also includes an AD&D Policy for Accidental Death and Dismemberment. A policy is also built into this for a diagnosed terminal illness after the policy has been put in place for one year. Begins on the first of the month after the 90 day waiting period.
- There are several supplemental insurances to choose from as well. You pay the total amount of the premium and an administrative fee. Begins after 90 day probationary period.
- A retirement fund can be set up through Primerica. This is 100% funded by the employee and can be payroll deducted for an administrative fee.
- The Tribe gives 17 full days paid holidays & 2 ½ day holidays to full time employees.
- Each employee is given 24 hours of personal leave which can be used within the first 90 days of probation with approval from your supervisor.
- Each employee earns 8 hours per month for Annual leave and Sick Leave starting the first year. This amount increases with years of service. See Employee Handbook – Policy **TG106.04**
- The Tribe offers a free EAP (Employee Assistance Program) with 6 free sessions per year.
- Workers' Compensation is Self-Funded by the Tribe.

Bad River Benefit Cost Summary

Plan Year 1/1/2026-12/31/2026

FEHB – Health Insurance – (Weekly)

BC/BS Standard Plan

Self	\$25.65	Plan (104)
Self + One	\$56.10	Plan (106)
Family	\$61.78	Plan (105)

BC/BS Basic Plan

Self	\$22.93	Plan (111)
Self + One	\$51.52	Plan (113)
Family	\$56.74	Plan (112)

BC/BS Blue Focus

Self	\$13.36	Plan (131)
Self + One	\$28.73	Plan (133)
Family	\$31.60	Plan (132)

There are many other Plans to choose from, BC/BS Plans & GEHA are the only ones that have our Clinic and Pharmacy in their Net-work at this time. Please refer to list of plans to choose another health plan option.

Insurance or a New FEHB enrollment is effective after probationary period has been completed on the first day of the first pay period that begins after the tribal employer receives SF2809 and the tribal employee is in pay status. Health, Vision and dental begin 30 days after hire date.

Vision Insurance – (Weekly)

Employee Only (Single)	\$1.81
Emp. + Spouse	\$3.17
Emp. + Child(ren)	\$3.17
Family	\$4.70 (Employee + SP + CH)

Dental Insurance – (Weekly)

Single Coverage	\$ 5.00
Employee + Spouse	\$10.00
Employee + Child(ren)	\$10.00
Family Coverage	\$15.00 (Employee + SP + CH)

Life Insurance

Hartford

Cost:

-0-

90-day waiting period beginning first-day of employment

Workers Compensation Benefits

Bad River Band of Lake Superior

Cost: -0- Begins first-day of employment

BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. Box 39 • Odanah, Wisconsin 54861

2026 HOLIDAY SCHEDULE

Thursday, January 1, 2026	New Year's Day
Friday, January 2, 2026	Day After New Year's
Monday, January 19, 2026	Martin Luther King Day
Monday, February 16, 2026	President's Day
Friday, April 3, 2026	Good Friday - <i>Afternoon</i>
Monday, April 6, 2026	Easter Monday
Monday, May 25, 2026	Memorial Day
Friday, June 19, 2026	Juneteenth
Friday, July 3, 2026	4 th of July Holiday (<i>observed as</i>)
Friday, July 31, 2026	Treaty Day (Treaty of 1837) (<i>observed as</i>)
Monday, September 7, 2026	Labor Day
Friday, September 25, 2026	Indian Holiday (Treaty of 1854)
Monday, October 12, 2026	Indigenous People's Day
Wednesday, November 11, 2026	Veteran's Day
Thursday, November 26, 2026	Thanksgiving Day
Friday, November 27, 2026	Day After Thanksgiving
Thursday, December 24, 2026	Christmas Eve - <i>Afternoon</i>
Friday, December 25, 2026	Christmas Day
Monday, December 28, 2026	Day After Christmas (<i>observed as</i>)

Please post in your designated areas

Posted: September 12, 2025