

LUTHERAN CHURCH OF HOPE
925 Jordan Creek Pkwy., West Des Moines, IA 50266
EMPLOYEE BENEFITS SUMMARY
(FOR 15 - 29 HOURS PER WEEK)
1/1/24-12/31/24

403(b) RETIREMENT PLAN – OneAmerica

- Available to employees budgeted for 15 or more hours/week
- 60 day waiting period for newly hired employees
- Lutheran Church of Hope matches 50% up to 6% of gross earnings

PTO (Paid Time Off) – Accrued each payroll

- 3 weeks of budgeted weekly hours each year in years 1-4
- 4 weeks of budgeted weekly hours each year in years 5-9
- 5 weeks in years 10-19
- 6 weeks in years 20+