

# Options

## Benefit Summary 2008

*Premiums paid at 100% for Dental, Vision, Life and Short-term Disability for eligible Full-time (64 hours worked per/pay period) Employees. Your total health/insurance benefit package is valued at approximately \$4100 per year.*

### **Medical -SIHO Preferred Provider Network**

- *Choice of 3 deductibles, \$750, \$2500 or \$5000 HRA deductible*
- *Employees pay a cost share of premium based on deductible selected.*
- *Options pays the balance of the premium based on the deductible selected*
- *HRA (Health Reimbursement Account) plans pay the first \$1500 of medical expenses that apply to the deductible.*
- *Plan pays 80%-100% after deductible for network doctors, 60% for non-network doctors.*
- *\$15-\$25 Office Co-pay for primary physician on the \$750 deductible plan*
- *Preventive Health – 100% of eligible charges after co-pay*
- *Prescriptions Cards – Generic formulary \$15-\$20\*, Brand-name formulary \$30, Non-formulary \$45-\$50\*- \*based on plan selected*

### **Life - Guardian Insurance Company**

- *\$35,000 Term Life Insurance*

### **Voluntary Life- Guardian Insurance Company**

- *Additional Term Life Insurance available for employees and dependents*
- *Voluntary benefit- employee pays the premiums*

### **Dental – Guardian Insurance Company**

- *\$1,500 Calendar Year Benefit*
- *\$50 Deductible, maximum \$150 for family*
- *Preventative and diagnostic covered at 100%*
- *Minor services at 80% and Major services at 50%*
- *Orthodontics (up to age 19) paid at 50%, \$1000 lifetime maximum*

### **Vision – Guardian Insurance Company**

- *\$10 Co-pay on Eye Exam and a \$25 Co-pay on Materials*
- *Eye exams, lenses, and frames every 12 months*

### **Short-term Disability – Guardian Insurance Company**

- *Pays 60% of salary, up to \$500 per week for 26 weeks*
- *Begins 1<sup>st</sup> day accident, 8<sup>th</sup> day illness*

### **Long-term Disability – Guardian Insurance Company**

- *Pays 60% of salary after short-term disability ends*
- *Voluntary benefit- employee pays the premiums*

### **Critical Illness – Unum Insurance Company**

- *Provides benefits to employee in the event of a covered critical illness*
- *Voluntary benefit- employee pays the premiums*

\_\_\_\_\_ **Paid Time Off (PTO)**

- *Paid time off accrues based on first 2080 paid hours for full-time staff and tenure*
- *Paid time off accrues based on first 1612 paid hours for part-time staff and tenure*

\_\_\_\_\_ **Paid Holiday**

- *Full-time Salary, Hourly Service Managers and Home Office Staff – 8 days/year*
- *Part-time Home Office Staff – 8 (4 hour)/days per year*

\_\_\_\_\_ **Holiday Pay**

- *Full and part-time hourly – Double pay rate if holiday hours are worked*

\_\_\_\_\_ **Pension – Profit Sharing**

- *An annual employer contribution based on profitability. A tax savings with retirement security for participants.*

\_\_\_\_\_ **Retirement/401K Plan – American Funds**

- *Employee pre-tax contributions through payroll deductions.*
- *Employer match of \$.50 on the first 8% of gross wages*
- *Earnings on investments accumulate tax deferred.*
- *Investment opportunities: Bonds, Stocks, or Mutual Funds*

\_\_\_\_\_ **Education Incentive**

- *Bonus to full-time staff who complete a college degree in a job related field.*
- *Staff must apply for this incentive prior to graduation and receive supervisor approval*
- *Incentive paid at the end of one year past graduation*

\_\_\_\_\_ **Employee Referral Bonus**

- *\$50 bonus paid to current staff for referrals that lead to employment*
- *Applicant must list employee as a referral on the application*
- *New employee must complete 90 days of employment before bonus is paid*

\_\_\_\_\_ **Paid Jury Duty**

- *Time served.*

\_\_\_\_\_ **125 Pre-Tax Cafeteria**

- *Qualified payroll deductions from employee check may be elected to be deducted pre-tax.*

\_\_\_\_\_ **Bereavement Leave Pay**

- *Three days (8 hours) paid leave for the death of an immediate family member.*

\_\_\_\_\_ **Paid Training**

- *Paid training including continuing education requirements, CPR, First Aid, Medication Administration, and Basic Training.*

\_\_\_\_\_ **Tuberculosis Screening**

- *100% paid, pre-employment and annual (if required for setting).*