

HEALTH AND WELLNESS

The following benefits are for employees in a 30 hour or more position

LEVEL OF BENEFIT OPTION	Union		Non-Union	
	<i>Medical 12%</i>	<i>Dental 12%</i>	<i>Medical 12%</i>	<i>Dental 12%</i>
Employee	\$35.53	\$2.12	\$32.53	\$2.12
Employee + 1	\$68.56	\$4.56	\$62.77	\$4.56
Family	\$96.65	\$7.00	\$88.49	\$7.00
Cost per paycheck (26 a year)				
Employees eligible 1st of the month following 31 days of employment				

OPT OUT PAYMENTS	Union (quarterly)	Non-Union (semi-annually)
Medical	\$450	\$450
Dental	\$50	\$50
Annualized payout	\$2,000	\$1,000

Company paid Life Insurance and AD&D, 1X annualized base salary

Company paid LTD, 60% of 1X annualized base salary

Employee Assistance Program (EAP)

Voluntary Plans: Short Term Disability, Life Insurance, and AD&D

PAID TIME OFF

All calculations are based on a 40 hour work week

Part time employees who work more than 20 hours will earn prorated time

VACATION TIME	MONTHLY EARNINGS		
	<u>1 to 3 years</u>	<u>3 to 8 years</u>	<u>8+ years</u>
SrCM, CM, RSW, Maintenance	.83 days	1.25 days	1.67 days
	6.64 hours	10 hours	13.36 hours
PM, RN, Non-Union Admin staff	<u>1 to 3 years</u>	<u>3 + years</u>	
	1.25 days	1.67 days	
	10 hours	13.36 hours	
Admin Directors, Program Directors	<u>1 year</u>	<u>2+ years</u>	
	1.25 days	1.67 days	
	10 hours	13.36 hours	

SICK TIME	MONTHLY EARNINGS	
SrCM, CM, RSW	1 day	= 8 hours
PM, RN, non-union admin staff	1 day	= 8 hours
Admin Directors, Program Directors,	1.17 days	= 9.36 hours

PERSONAL TIME
All employees who work more than 20 hours have 2 days a year (based on anniversary date)

HOLIDAY TIME
13 paid holidays per calendar year.

