The Behavioral Wellness Center
NON-UNION BENEFIT SUMMARY

PROGRAM	PROVIDERS	BENEFITS COMMENCE	ELIGIBILITY	CO-PAY	BENEFIT
HEALTH COVERAGE ***(includes vision)*** **Essential and affordable coverage per ACA guidelines**	Keystone Health Plan East HMO Contribution is 18% of premium rates	1st of the month following 60 days of employment	30 hrs or more/week – Bi-weekly Contribution: Employee Only: $74.76 Employee & Child: $113.12 Employee & Children: $162.66 Employee & Spouse: $172.05 Family: $219.38 PT employees averaging 30 hrs/wk during measuring period	$20 –Primary $40 – Specialist $50-Urgent Care $200 – Emergency Care $250 – Outpatient Procedures $500 – Inpatient Admission	See Brochure; Coverage with referral as needed and for in-network services only
PRESCRIPTION ***(must have medical)***	Express Scripts Managed by RxBenefits	1st of the month following 60 days of employment	30 hours or more per week PT employees averaging 30 hrs/wk during measuring period	25% or $5.00, which ever is greater ***(1 month co-pay for 3 month supply of mail order maintenance medications)***	Up to 75%
DENTAL	United Concordia	1st of the month following 60 days of employment	35 hours or more per week Base Dental Plan-No charge **Dental Buy Up $3.90 Single / $10.12 Family**	Basic Preventative 100% Base-Major/Ortho 50% Buy Up-Major/Ortho 70%	Maximum $2,500 Per year
BASIC LIFE INSURANCE AD&D	Unum Insurance	1st of the month following 60 days of employment	35 hours or more per week	**Basic Life-Employer Paid** Supplemental-Employee Paid by paycheck deductions	One times salary Up to $50,000 (Supplemental available)
SHORT-TERM DISABILITY	Unum Insurance	After one year of employment.	35 hours or more per week Benefits begin on the 45th day of disability	**100% Employer Paid** Must use 5 days of PPL then ESL prior to disability	60% of salary up to $300 per week for 20 weeks
LONG TERM DISABILITY	Unum Insurance	After one year of employment.	35 hours or more per week Benefits begin after 6 month waiting period	**100% Employer Paid**	60% of salary up to $5000 per month
TUITION REIMBURSEMENT	Be Well Center	After 6 months of employment.	35 hours or more per week *Job-related courses; Must be submitted 3 wks prior to course start date*	$1,500/semester/$3,000/year Program max - $10,000/year FT commitment of 12 months	Tax free reimbursement
Personal Paid Leave PPL	Be Well Center ***Vacation Year July 1 – June 30***	After 3 months of employment. PPL can be used for Holidays taken w/in the initial 3 months	30 hours or more per week Prorated based on FTE Non Exempt: 27 days/yr Exempt: 32 days/yr Directors / Dept Heads: 37 days/yr *(Exempt & Non increase by 5 days after 3 yrs)*	May carry over up to 80 hours of unused time	Regular Pay
Extended Sick Leave ESL	Be Well Center	After 6 months of employment.	30 hours or more per week Earn 7 days/year Prorated based on FTE Maximum accrual is 35 days	NONE	Regular Pay

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