

The Behavioral Wellness Center

SPFPA (Security) BENEFIT SUMMARY

PROGRAM	PROVIDERS	BENEFITS COMMENCE	ELIGIBILITY	CO-PAY	BENEFIT
HEALTH COVERAGE <i>(includes vision)</i> Essential and affordable coverage per ACA guidelines	Keystone Health Plan East HMO Contribution is 18% of premium rates	1 st 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	Medical & Vision HMO Coverage <i>w/ referrals as needed.</i> Covers In-network services only.
PRESCRIPTION <i>(must have medical)</i>	Express Scripts Managed by RxBenefits	1 st of the month following 60 days of employment	30 hours or more per week PT employees averaging 30 hr/wk during measuring period	25% or \$5.00, whichever is greater <i>(1 month co-pay for 3 month supply of mail order maintenance medications)</i>	Up to 75%
DENTAL	United Concordia	1 st 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	1 st of the month following 60 days of employment	35 hours or more per week	Basic-100% Employer Paid Supplemental-Employee Paid by paycheck deductions	One times salary Up to \$50,000 (Supplemental available)
SHORT-TERM DISABILITY	Unum Insurance (FMLA/STD/LTD)	After one year of employment.	35 hours or more per week Benefits begin on the 45 th 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 Group	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/month
TUITION REIMBURSEMENT	Be Well Center	After 1 year of employment.	35 hours or more per week <i>Reimbursement for recertification course for PA Act 120 or Act 235</i>	Per Article 21 of the contract	Tax free reimbursement
Personal Paid Leave PPL	Be Well Center Vacation Year June 1 – May 31	After 6 months of employment. PPL can be used for Holidays taken w/in the initial 3 months	Must work 20 or more hours per week Part time prorated based on FTE 1-3 yrs earns 27 days/yr 3-10 yrs earns 32 days/yr 10+ yrs earns 37 days/yr	Maximum carry over is 10 days/80 hours	Regular Pay
Extended Sick Leave ESL	Be Well Center	After 6 months of employment.	Must work 20 or more hours per week Earn 7 days/year Part time prorated based on FTE	Maximum accrual is 35 days	Regular Pay