

The Behavioral Wellness Center

NON-UNION 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 Date of Hire	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 <i>(must have medical)</i>	Express Scripts Managed by RxBenefits	1 st of the month following Date of Hire	30 hours or more per week PT employees averaging 30 hrs/wk during measuring period	25% or \$5.00, which ever 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 Date of Hire	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 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 <i>Job-related courses; Must be submitted 3 wks prior to course start date</i>	\$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 <i>Vacation Year July 1 – June 30</i>	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 <i>(Exempt & Non increase by 5 days after 3 yrs)</i>	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