

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: \$60.57 Employee & Child: \$91.64 Employee & Children: \$131.75 Employee & Spouse: \$139.37 Family: \$177.72 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 60 days of employment	30 hours or more per week PT employees averaging 30 hr/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 60 days of employment	35 hours or more per week	Depends on service provided	\$2,500/annually
BASIC LIFE INSURANCE AD&D	Kansas City Life	1 st of the month following 60 days of employment	35 hours or more per week	NONE	One times salary Up to \$50,000 (Supplemental available)
SHORT-TERM DISABILITY	Be Well Center	After one year of employment.	35 hours or more per week Benefits begin on the 45 th day of disability	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	NONE	60% of salary up to \$5000/month
TUITION REIMBURSEMENT	Be Well Center	After 6 months of employment.	35 hours or more per week <i>Course must be job-related</i>	\$1,500/semester/\$3,000/year Program max - \$10,000/year	Tax free cash reimbursement
Personal Paid Leave PPL	Be Well Center <i>Vacation Year June 1 – May 31</i>	After 6 months of employment. PPL can be used for Holidays taken w/in the initial 6 months	20 hours or more per week Prorated based on FTE 1-3 yrs earns 26 days/yr 3-10 yrs earns 31 days/yr 10+ yrs earns 36 days/yr	NONE	Regular Pay
Extended Sick Leave ESL	Be Well Center	After 6 months of employment.	20 hours or more per week Earn 7 days/year Prorated based on FTE Maximum accrual is 35 days	NONE	Regular Pay