



Summary of Benefits

<u>(1) Benefit</u>	<u>(1) Summary</u>
Direct Deposit	Payroll check will be deposited electronically to the bank of employee's choice upon completion of direct deposit form.
Life Insurance	Employer Pays for coverage equal to 1x the employee's annual salary.
Long Term Disability	Employer Paid. Benefits for disability beyond 90 days.
Supplemental Life Insurance	Employee, spouse, domestic partner, and dependent coverage are available. Cost of coverage is based upon the employee's age and the amount of coverage available is in increments of \$10,000. The maximum total coverage available is \$500,000 or three times the employee's annual salary. Employee will need statement of health for approval if exceeds the maximum allowed. Employee pays 100%.
Accidental Death & Dismemberment	Employer Paid.
AFLAC	Employee has the option to buy coverage for the following: *accident plan, *cancer, *hospital protection plan and short-term disability. (*Coverage is also available for spouse and dependents.)
Uniform Allowance	A stipend in January and July will be given to the following job titles: Physicians, Midlevel Providers, Dentists, Dental Hygienists, Dental Assistants, Nurse Flow Managers, LPN, Medical Assistants, and Lab Assistants.

Fees for Licensure, DEA, and/or State Controlled Substances	Employer pays 100% for employees who are required to maintain a professional license.
Malpractice Insurance	Covered by the Federal Tort Claims Act
Employee Assistance Program (EAP)	Employee and their immediate family members are eligible to receive five (5) free confidential sessions per calendar year per issue with licensed counselors through Outcomes, Inc.
Educational Leave and Tuition Reimbursement	Non-provider employees who work full time (40 hours a week) will have a maximum of \$700.00 per calendar year for education that relates to their job. Maximum of \$1500.00 per calendar year to all regular full-time/part-time provider employees (FTE status of 0.5 or greater) Non-provider and Provider employee's will receive up to 40 hours of educational leave per calendar year to maintain licensure or certification as required.
403b Tax Deferred Annuity Plan	A percentage of employee's salary is contributed by FCCH into 403(B) after successful completion of observation. The % increases with length of service to a maximum of 8%. Employees may contribute a dollar amount/percent of their base salary to an account. The employee is fully vested in employer contributed portion after three (3) years of service.
Health and Dental Insurance	Employee, Spouse, Domestic Partner, and Dependent coverage offered. Services through FCCH, UNMH, and Presbyterian. Dental services are provided at FCCH locations, only.
Cafeteria Plan	Medical Reimbursement allows a maximum amount of \$1000.00 per calendar year. Dependent Reimbursement (childcare allowance) allows a maximum amount of \$5000.00 per calendar year. This is a pre-tax benefit.
Paid Time Off (PTO)	Vacation is offered to employees after successful completion of observation period. Accrual is based upon the years of service; maximum accrual is 240 hours.

Short-Term Sick Leave

Used for illnesses, injuries and/or hospitalizations for an employee or members of their immediate family for periods less than three (3) workdays. A bank up to 40 hours per calendar year prorate basis in relations to their FTE status; maximum bank is 40 hours.

Long-Term Sick Leave

Used for illnesses, injuries and/or hospitalizations for an employee for periods more than three (3) workdays. Accrual is 40 hours per calendar year; maximum accrual is 480 hours. Employee use only.

Paid Holidays

New Year's Eve, New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Christmas Eve, Christmas Day, and employee's Birthday.

- (1) Benefits offered pro-rated to Full Time Equivalency (FTE) status. Eligibility of benefits: employees who are full-time or part-time regular employees and who normally work at least twenty (20) hours or more per week. The employee's status must be .5 or above.**
- (2) Date of Birthday Holiday leave is subject to prior arrangement/approval of employee's supervisor. New hires will not be able utilize this holiday until the following year after their date of hire (This leave is required to be taken 30 days on or after your Birthday).**
- (3) Offered to all employees regardless of FTE status.**

Last Revised 2/11/2011