

Goodman Community Center Benefit Plans 2019

Benefit Plan					Who's Eligible	When Eligible			
Health/Medical Plan	GCC pays for Option 1: 80% single coverage and 75% all other levels of premium for employees 30 hours or more/week. Option 2: 85% single and 80% all other levels. Employees who work 20-29 hours/week may elect coverage and GCC pays 50% of the premium.				All employees >20 hours/week	1st day of the month following hire date			
UNITY HMO	Option 1 Full-time Rates				Option 2 Full-time Rates				
Option 1: \$0 deductible. Option 2: Single \$500 deductible, \$1000 Family	Current monthly premiums paid by GCC:	Total Cost Unity	GCC Benefit	Employee Cost per pay period	Current monthly premiums paid by GCC:	Total Cost Unity	GCC Benefit	Employee Cost per pay period	
	Employee	\$661.42	529.14	\$66.14	Employee	\$601.93	511.65	\$45.14	
	Employee & spouse	\$1388.98	1041.74	\$173.62	Employee & spouse	\$1264.05	1011.23	\$126.41	
	Employee & children	\$1256.70	942.54	\$157.08	Employee & children	\$1143.67	914.95	\$114.36	
	Family	\$2116.54	1587.42	\$264.56	Family	\$1926.18	1540.94	\$192.62	
Dental Plan	Comprehensive dental coverage is offered through the Delta Dental. The plan is paid for entirely by the employee through pre-tax deductions. Enrollees receive greater benefits in the provider network than out of network.				All employees >20 hours/week	1st day of the month following hire date			
	Levels of coverage offered		Cost per pay period						
	Employee		\$12.85						
	Employee + Spouse		\$25.70						
	Employee + Child(ren)		\$26.28						
	Family		\$43.00						
Vision Plan	DeltaVision plan provides an allowance for frames/contacts/lenses and additional discounts once the allowance benefit is used. The plan is paid for entirely by the employee through pre-tax deductions.				All employees >20 hours/week	1st day of the month following hire date			
	Levels of coverage offered		Cost per pay period						
	Employee		\$2.46						
	Employee + 1		\$4.68						
	Family		\$7.34						

Basic Life Insurance	Plans are paid entirely by GCC. Life insurance coverage is \$20,000 for full time employees and \$5,000 for part time employees. Additional coverage can be purchased through UNUM.				All employees >20 hours/week	Life insurance begins on 1st day of employment.
Short Term Disability Insurance	Plans are paid entirely by GCC. Benefits pay 66 2/3% of weekly salary/wages				All full time employees 30 hours/week or more	Benefits begin after 8th day of disability and continue for 26 weeks
Long Term Disability Insurance	Plans are paid entirely by GCC. The coverage pays 66 2/3% of weekly salary/wages				All full time employees 30 hours/week or more	Benefits begin after 26 weeks of disability
Work-Life Balance Employee Assistance Program	Provided at no cost as part of the Basic Life Policy, UNUM can help you find solutions for everyday challenges of work and home as well as more serious issues involving emotional and physical well-being				All employees >20 hours/week	1st day of employment
Worldwide Emergency Travel Assistance	Assistance for you and your family in the event of a medical emergency				All full time employees 30 hours/week or more	When traveling 100 or more miles away from home
Retirement Savings Account 403(b)	Annual contribution needs to amount to at least \$200. For eligible employees who contribute at least 1% of their compensation, GCC will match 100% up to 4% of Employee Elective Deferrals. Accounts are managed by Lincoln Financial Group.				All employees may enroll. To be eligible to receive Matching Contributions and Employer Contributions you must be 18 years old and have completed a Year of Service with GCC.	Personal contributions may begin on 1st day of employment. Matching contributions are eligible after a Year of Service (working 1,000 hours during 12 month period)
Flexible Spending Account	Can be used for: Uninsured medical expenses, co-pays, deductibles (\$2650 max), Dependent care reimbursement (\$5,000 max)				All employees >20 hours/week	During annual Open Enrollment
Earned Vacation Time	Years of service	Exempt Employees FTE		Non-Exempt Employees FTE	All employees >20 hours/week receive pro-rated benefit	Accrual of earned time begins on day of eligibility. May use after 6 month anniversary
	0-2 years	15 days		10 days		
	3-5 years	20 days		15 days		
	at 6 years	25 days		20 days		

Paid Sick Leave	Full time employees earn 96 hours/year. The maximum balance of sick time hours is 240. If time falls below 240 hours, accruals will begin again	All employees >20 hours/week receive pro-rated benefit	Accrual of earned time begins on day of eligibility. May use after 6 month anniversary.
Sick Leave Donation Bank	Participation in this program is strictly voluntary. Eligible employees will be allowed to choose to donate sick time from their available unused balance to a Sick Leave Bank for their co-workers in need in accordance with the Sick Leave Donation policy.	Employees employed for a minimum of 1 year and working a minimum of 20 hours per week prior to their approved leave. Meet requirements of certified medical emergency.	Upon approval from HR Director
Bereavement Leave	Time off due to death of an immediate family member, up to 3 days. Immediate family is defined as: spouse or domestic partner, child, parent, grandparent, sibling, aunt/uncle, or in-law.	All employees >20 hours/week	1st day of employment
Discounted Services	Employees receive discounted rates for childcare, facility use, and purchases from the Coffee Cart. Free access to on-site Lussier Fitness Center.	All employees	1st day of employment
Pet Insurance	Employees receive 10% discount on premiums quoted from Figo Pet Insurance. Payments made by employee directly to insurance provider. For a quote CLICK HERE	All employees	1st day of employment