

**Goodman Community Center
Benefit Plans and Paid Time Off 2021**

Benefit Plan					Who's Eligible					When Eligible		
Health/Medical Plan	GCC pays : <ul style="list-style-type: none"> ○ Option 1- Copay: 85% single coverage and 80% 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			
GHC HMO	Option 1 Full-time Rates				Option 2 Full-time Rates							
Option 1: \$0 deductible. Option 2: Single \$500 deductible, \$1000 Family (Employer & Employee Paid)	Coverage Tier	Total GHC Premium Monthly Cost	What GCC Pays Per Pay per Period	What Employees Pay per Pay Period	Coverage Tier	Total GHC Premium Monthly Cost	What GCC Pays Per Pay per Period	What Employees Pay per Pay Period				
	Employee	\$593.00	\$238.85	\$57.65	Employee	\$562.00	\$238.85	\$42.15				
	Employee & spouse/partner	\$623.00	\$471.60	\$151.40	Employee & spouse	\$1,179.00	\$471.60	\$117.90				
	Employee & children	\$1,134.00	\$415.60	\$133.40	Employee & children	\$1,039.00	\$415.60	\$103.90				
	Family	\$1,839.00	\$696.40	\$223.10	Family	\$1,741.00	\$696.40	\$174.10				
Dental Plan (100% Employee Paid)	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			
	Coverage Tier		Cost per pay period									
	Employee		\$12.85									
	Employee + Spouse		\$25.70									
	Employee + Child(ren)		\$26.28									
	Family		\$43.00									
Vision Plan (100% Employee Paid)	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. <i>(No Change for 2021)</i>				All employees >20 hours/week				1st day of the month following hire date			
	Coverage Tier		Cost per pay period									
	Employee		\$2.46									
	Employee + 1		\$4.68									
	Family		\$7.34									

Basic Life Insurance (100% Employer Paid)	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 Guardian Life.	All employees >20 hours/week	Life insurance begins on 1st day of employment.
Short Term Disability Insurance (100% Employer Paid)	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 (100% Employer Paid)	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
Employee Assistance Program Work-Life Balance (100% Employer Paid)	Provided at no cost as part of the Basic Life Policy, Guardian Life 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
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 OneAmerica.	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 Accounts	Can be used for: Uninsured medical/dental expenses Examples: co-pays, deductibles (\$2750 max) (\$550 carryover), prescription co-pays, glasses, contacts, and etc. Dependent care reimbursement (\$5,000 max) Examples: childcare, eldercare, and etc.	All employees >20 hours/week	During Annual Open Enrollment

Paid Time Off	<ul style="list-style-type: none"> o GCC provides Paid Time Off (PTO) which is one bank of time off that can be used for time away from work (this includes for illness and vacation) o Accrual of earned time begins on day of eligibility. May use after 3-month anniversary. o Each January, five (5) days of PTO is allocated to employees PTO Bank (prorated for less than fulltime 40 hours) o The initial PTO allocation is prorated for new employees based upon the calendar year quarter that they begin employment in. 		
Hours are based on fulltime 40 hour employees (prorated for less than 40 hours)	Years of Service	Total PTO Hours	All employees >20 hours/week receive pro-rated benefit (Applies to PTO, Holidays, Bereavement Leave)
	0-1	200 (25 days)	
	2-3	216 (27 days)	
	4-6	256 (32 days)	
	7-8	296 (37 days)	
	10+	336 (42 days)	
PTO Donation Banks	Participation in this program is strictly voluntary. Eligible employees will be allowed to choose to donate PTO from their available unused balance to a PTO Donation Banks for their co-workers in need in accordance with the PTO Donation Programs.	<p>Employees employed for a minimum of 1 year and working a minimum of 20 hours per week prior to their approved leave.</p> <p>Meet requirements of certified medical emergency or major disaster.</p>	
2021 Holidays	<p>Friday, January 1, New Year's Day</p> <p>Monday, May 31, Memorial Day</p> <p>Monday, July 5, Independence Day (observed)</p> <p>Monday, Sept 6, Labor Day</p> <p>Thursday, Nov 25, Thanksgiving</p> <p>Friday, Nov 26, day after Thanksgiving</p> <p>Monday, Dec 27, Christmas Day (observed)</p> <p>Friday, December 31 (observed New Year's 2022)</p>	<p>Holidays are separate from Paid Time Off</p> <p>No waiting period</p> <p>Prorated for regular hours being less than 40</p> <p>Must be a regular scheduled work day to receive it</p>	
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	
Discounted Services	Employees receive discounted rates for childcare and facility use. Free access to onsite Lussier Fitness Center.	All employees	1st day of employment
Pet Insurance	Employees receive 5% 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