

CALLAHAN EYE HOSPITAL CLINIC - 2014 BENEFITS SUMMARY
FULL-TIME REGULAR STAFF/FACULTY

EARNED TIME OFF (ETO)/EXTENDED ILLNESS (EI) PLAN

ETO is a benefit provided to full-time employees. It combines vacation and sick leave. Under the ETO plan, employees may take time off as it is earned. Extended Illness (EI) is accrued at a rate of 2.15 hours per pay period, annual accrued maximum 7 days.

0 – 5 years of service: 15 working days per year.
 (accrual rate – 4.62 hrs per pay period)

6 – 10 years of service: 20 working days per year.
 (accrual rate – 6.16 hrs per pay period)

11 or more years of service: 25 working days per year.
 (accrual rate – 7.70 hrs per pay period)

HOLIDAYS

Regular full-time employees are entitled to 10 paid holidays each year. Eight (8) designated holidays are: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day after Thanksgiving, and Christmas Day. Two Personal Holidays are provided (1) is a floating holiday, practice designates the date, and the other Personal Holiday is used at the employee's discretion.

HEALTH AND DENTAL INSURANCE

Coverage provided through Blue Cross Blue Shield of Alabama. Coverage is effective first of the following month of employment date. Employee is responsible for 30% (percentage subject to change in future years) of the monthly premiums.

TERM LIFE

Life insurance coverage provided at no cost to the employee, effective after 90 days of employment. Coverage is two times annual salary up to \$100,000.

DISABILITY COVERAGE – LONG TERM

There is a 90-day waiting period for coverage under disability. Policy will pay 60% of salary up to \$15,000. LTD is paid 100% by CEHC.

RETIREMENT PLAN: 403(b)

Employees may participate in the CEHC 403(b) retirement plan immediately. Upon completion of one year of employment, there will be 3:1 match.

EDUCATIONAL ASSISTANCE

Employees are eligible after 12 months of service and may be reimbursed up to a maximum benefit of \$5,250 per calendar year, for graduate or undergraduate work at an accredited institution. Pre-approval from the Operations Administrator is required. Employees must work for 12 months after receiving benefits.

FLEXIBLE SPENDING ACCOUNTS

Medical Spending: Flexible Spending Accounts you to set aside before-tax dollars to cover qualified expenses that you would normally pay out of your pocket with after-tax dollars

Minimum Benefit: N/A
Maximum Benefit: \$2,500 per year.

Dependent Care: Pre-tax dollars for reimbursement of work-related dependent care expenses.

Minimum Benefit: N/A
Maximum Benefit: \$5,000 per year.