



2010 Hourly Employee Benefit Information

Pre-tax benefits:

Health Insurance, BlueCross BlueShield of Vermont: *Effective date: 1st of the month after hire.*

Choice of three Medical Plans:

1. *Comprehensive Medical Plan:*
 - *Deductible \$250 single/\$500 family. Out of pocket limit \$850 single/\$1700 family*
 - *Single cost \$134/month*
 - *2-person cost \$268/month*
 - *family cost \$362/month*
 - *Includes prescription plan: \$15/generic, \$25/preferred brand-name, \$40/non-preferred brand name*
2. *Vermont Freedom Plan 200:*
 - *Deductible \$200 single/\$400 family. Out of pocket limit. \$600 single/\$1200 family*
 - *\$20 co-pay for office visits*
 - *Single cost \$139/month*
 - *2-person cost \$279/month*
 - *family cost \$376/month*
 - *Includes prescription plan: \$5/generic, \$10/preferred brand-name, \$25/non-preferred brand name*
3. *Vermont Freedom Plan 500:*
 - *Deductible \$500 single/\$1000 family. Out of pocket limit. \$1500 single/\$3000 family*
 - *\$20 co-pay for office visits*
 - *Single cost \$91/month*
 - *2-person cost \$182/month*
 - *family cost \$245/month*
 - *Includes prescription plan: \$5/generic, \$10/preferred brand-name, \$25/non-preferred brand name*

Dental Insurance, Northeast Delta Dental: *Effective date: 1st of the month after hire.*

- *\$1500 per person annual benefit cap*
- *Single cost \$18/month*
- *2-person cost \$41/month*
- *family cost \$81/month*

Vision Plan, VSP: *Effective date: 1st of the month after hire.*

- *Single cost \$7.58/month*
- *2-person cost \$10.98/month*
- *family cost \$19.70/month*

Monthly Benefit Allowance (MBA): *Effective date: 1st of the month after hire.*

Porter gives benefits eligible employee an allowance to offset benefit costs. Employees regularly scheduled to work the hours below will received the corresponding monthly allowance:

- *72 to 80 hours per pay period \$100*
- *65 to 72 hours per pay period \$90*
- *49 to 65 hours per pay period \$80*
- *33 to 49 hours per pay period \$60*
- *17 to 33 hours per pay period \$40*
- *16 hours per pay period \$20*

Flexible Spending Accounts: Out of pocket health and dependent care using pre-tax dollars.

Retirement Plan, VALIC:

- *Employees who work 1000+ hours in a calendar year are eligible for an employer contribution to a 403(b).*
- *Employees may personally contribute to a 403(b) regardless of hours worked.*
- *Eligibility is limited to employees 21 years of age or older.*

Other benefits:

Term Life and AD&D Insurance, Unum:

Effective date: 1st of the month after hire.

- Base Life Plan: 1x annual salary rounded up to the next thousand is provided at no cost to the employee.
- Voluntary Plan: Employees can choose (during the 1st 31 days of employment) optional life insurance and AD&D (up to a maximum of value of 5x annual base salary). The benefit maximum is \$500,000. A statement of health is required when voluntary life benefit value exceeds \$150,000 or for late entrants.
- Voluntary life & AD&D can also be purchased for spouses, c.u./domestic partners and dependent children.

Long Term Disability, Unum:

Effective date: 1st of the month following hire/regular working hours.

- Employer paid disability plan covers employees working 60 hours or more per pay period.
- Elimination period of 60 days

Short Term Disability, Unum:

Effective date: 1st of the month after the 31-day election period.

- Employees working 60 hours or more per pay period may elect Short Term Disability coverage during their first 31-days of regular employment. The employee pays premiums.
- Elimination period of 14 days

Voluntary Benefits Options, Combined Insurance:

Eligible after completing six-months of service. Some specific eligibility criteria exist.

- Employees may select from a number of voluntary benefits options including disability income protection, term life insurance, universal life insurance, cancer coverage and accident-only insurance.

Combined Time Off, CTO:

CTO is available for use after an employee completes three months of employment.

- CTO includes sick time, vacation time and holidays.
- Full time hourly employees accrue CTO on a bi-weekly basis beginning at 22 days off/year.
- One day is added each year up to a maximum of 35.
- Regular part time employees will accrue CTO based on actual hours worked, excluding overtime.
- There is a CTO cash in option at 90% of value.
-

Extended Illness Reserve, EIR:

EIR available for use after an employee completes three months of employment; must be used per policy.

- Accrues at the rate of 5 days/year for full time employees.
- Part time employees will accrue EIR based on actual hours worked per pay period.

Employee Tuition Advance Program:

Eligible after completing six-months of service.

- \$1200 to \$2500/calendar year for employees depending on scheduled number of hours.
- Courses must meet criteria of the policy.

Employee Discounts: Available at some local fitness clubs and Chamber of Commerce member businesses.

Direct Deposit of paychecks.

Shift Differentials:

- Evening shift: \$3/hour
- Night shift: \$4/hour
- Weekends: \$2/hour
- Holiday pay: The weekend differential is paid for Thanksgiving, Christmas and New Year plus time and one half, regardless of the day of the week on which they fall (but no double). Time and one half is paid for time worked Memorial Day, July 4th and Labor Day.

The Human Resources Department is available to assist you with information, applications and questions about any of the Porter Medical Center benefit plans. Contact us at: 802-388-4780.