



## Hourly employee benefit information: 2009

BCBS Vermont Freedom Plan:

\$1000.00 deductible = \$25 visit co-pay Prescription co-pay levels \$15 / \$25 / \$40  
Working 48 hrs or more: Single \$148/month; Double \$295/month; Family \$395/month  
Working 48 hrs or less: Single \$223/month; Double \$446/month; Family \$600/month

\$2500.00 deductible = \$20 visit co-pay Prescription co-pay levels \$15 / \$25 / \$40  
Working 48 hrs or more: Single \$72/month; Double \$145/month; Family \$194/month  
Working 48 hrs or less: Single \$185/month; Double \$371/month; Family \$500/month

Dental Insurance, Single cost \$28.48/month, 2 person cost \$48.13/month, Family cost \$84.10/month.

Flexible Spending Accounts for out of pocket health and dependent care, paid with pre-tax dollars.

Life and AD&D insurance of 1 X annual salary is provided at no cost to the employee.

\*All insurances begin after a complete 30 days, first of the following month.

Employees may select from a number of voluntary benefits options via Worksite Solutions U-Select process which includes short term disability, term life insurance, universal life insurance, AD&D and personal accident insurance.

Combined time off for full time employees accrues at the rate of 22 days off/year. One day is added each year up to a max of 35. Regular part time employees will accrue CTO based on actual hours worked per pay period. CTO includes sick time, vacation time and holidays. There is an option to buy out unused CTO at 90% of value. CTO is available to be used after initial three months of employment.

Extended Illness Reserve is accrued 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. EIR is available to be used after the initial three months of employment and is used according to policy.

Retirement Plan – Employees who are over 21 year old and work more than 1000+ hours in a calendar year are eligible for an employer contribution to a 403b. All employees may personally contribute to a 403b.

Direct deposit of paychecks

Tuition advance program from \$1200 to \$2500/calendar year depending on scheduled number of hours.

Shift differentials:

Evening shift \$.50/hour Night shift \$.75/hour RN/LPN Night Shift Premium \$4.00 per Hour

Time and one half is paid for time worked on Holidays.

The Human Resources Department is available to assist you with information, applications and questions about any of the Helen Porter benefit plans.