

**FULL TIME NON-BARGAINING BENEFITS SUMMARY**

<b><u>BENEFIT</u></b>	<b><u>ELIGIBILITY</u></b>	<b><u>PROVISIONS</u></b>	
<b>HEALTH INSURANCE</b>	First day of the month following 60 days of employment.	Coverage is available for staff and eligible family members. Premium cost share applies on a pre-tax basis.	Full Time Cost Per Pay: <i>Community Blue Home Host</i> Employee = \$20 With Child(ren) = \$40 With Spouse = \$45 With Family = \$65
<b>VISION INSURANCE</b>	First day of the month following 60 days of employment.	Coverage is available for staff and eligible family members. Premium cost share applies on a pre-tax basis.	Full Time Cost Per Pay: <i>Blue Edge Vision</i> Employee = \$0.55 With Child(ren) = \$1.38 With Spouse = \$1.38 With Family = \$1.38
<b>DENTAL INSURANCE</b>	First day of the month following 60 days of employment.	Coverage is available for staff and eligible family members.	Full Time Cost Per Pay: <i>United Concordia</i> Employee = \$0.00 With Child(ren) = \$1.85 With Spouse = \$1.85 With Family = \$1.85
<b>SHORT TERM DISABILITY</b>	Eligible after 60-day waiting period. Available after the fifteenth continuous day of illness or non-work related injury for a period of 11 weeks and must meet definitions within policy.	2-week Salary Contingence 70% of annual salary not to exceed \$1,780.00/week.	Employer Cost only
<b>LONG TERM DISABILITY</b>	Eligible after 60-day waiting period. Available after the completion of 11 weeks of Short Term Disability. Must meet definitions within policy.	50% of their basic monthly earnings not to exceed the maximum monthly benefit of \$8,000.	Employer Cost only
<b>SUPPLEMENTAL SECTION 125 BENEFITS</b>	First day of the month following 60 days of employment.	Coverage provided for staff and eligible family members. Supplemental AFLAC benefits available through pre-tax payroll deduction, including Dependent and Medical Flexible Spending Accounts.	
<b>LIFE INSURANCE-EMPLOYER PROVIDED</b>	First day of the month following 60 days of employment.	Term policy equal to two times one year's salary - maximum \$300,000.	Employer Cost Only
<b>TSA – 403B RETIREMENT PLAN</b>	All eligible staff may start making contributions the first completed payroll after enrollment.	Titusville Area Hospital will contribute 50% up to 5% of salary once an employee has completed full year of active service.	

\*This is meant as a summary only. Specific applications of the various benefit provisions are subject to Titusville Area Hospital policies, specific summary plan descriptions, and the operating procedures established by the administration of Titusville Area Hospital, and in certain cases, the private insurance carriers. Effective 1/1/2023