

BENEFIT	ELIGIBILITY	PROVISIONS	
HEALTH INSURANCE	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.	COST PER PAY: Community Blue Home Host Employee = \$30.00 Emp/CH = \$70.00 Emp/SP = \$80.00 Family = \$100.00
VISION INSURANCE	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.	Employer cost only
DENTAL INSURANCE	First day of the month following 60 days of employment.	Coverage is available for staff and eligible family members. Dependents can be covered to age 25 if a full time student or disabled. Premium cost share applies on a pre-tax basis.	Employee = \$5.00/month Employee+Spouse or Employee+Child = \$10.00/month Employee+Family = \$12.00/month
LIFE INSURANCE		Term policy of \$50,000 for employee; payment is double if death is due to an accident.	Employer cost only
LONG TERM DISABILITY	Eligible after 60 day waiting period. Available after the completion of 90 days off due to a non-work related illness or injury.	50% of their basic monthly earnings not to exceed the maximum monthly benefit of \$8,000.	Employer cost only
SUPPLEMENTAL SECTION 125 BENEFITS	Eligible effective the first month following the attainment of 1,040 hours or approx. 6 months of full time 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.	
RETIREMENT PLAN	Any staff member who is in Active status and works at least 1,000 hours per plan year (July 1st to June 30th)	Titusville Area Hospital will contribute twenty (20) cents for each dollar contributed, up to 25% of employee's earnings.	

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VACATION DAYS	Based on schedule and calculated on an anniversary year basis.	0 - 10400hrs = 80hrs/yr 10401 – 24960hrs = 120hrs/yr Over 24961hrs = 160hrs/yr
PERSONAL DAYS	Awarded at the beginning of each fiscal year. No carry over permitted.	
PAID BEREAVEMENT DAYS	Upon employment.	1 to 3 days paid excused absence depending on relationship.
JURY DUTY	Upon employment.	Paid difference between jury duty pay and Titusville Area Hospital regular pay.
LEAVE OF ABSENCE	After one full year of service including 1250 hours worked during the year for an FMLA leave.	Family Medical Leave (FMLA) and Non-Family Medical Leave options available as defined in policy.
DIRECT DEPOSIT	Upon employment.	Pay can be divided between many checking and savings accounts.
<p>*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.</p> <p>Effective 1/1/21</p>		