



Compass Health 2017 Employee Benefits Summary

Benefits are effective the first of the month following a 30-day wait period after full-time employment, unless otherwise noted. All benefits premiums are deducted per pay period.

Health Insurance– Blue Cross Blue Shield

We have two PPO plan options which offer nationwide network of providers– There are no pre-existing exclusions for adults and dependent children. Plans are available for employee only and employee plus children.

Plan Type	Base Plan	Buy Up Plan
Deductible	\$2,500	\$1,000
Co-Insurance (In-network)	90/70	80/60
Out-of-Pocket Max	\$6,500	\$5,000
Office Visit Copay	\$25 Primary Care \$50 Specialist	\$25 Primary Care \$50 Specialist
Prescription Copay	15/35/60	15/35/60
Rates	ALL RATES ARE	PER PAY PERIOD
Employee Only	\$39.69	\$85.61
Employee + Children	\$227.21	\$299.14
Employer Cost	\$268.92	\$268.92

Dental Insurance– Cigna

Cigna offers two different plans, the Low and High plan. Employees can see any dentist, to include specialists, and receive coverage. In order to obtain greater discounts, employees can see a Cigna provider.

Provider listings are available at: www.mycigna.com.

Plan Type	Low Plan	High Plan
Employee Only	\$7.86	\$12.15
Employee + 1 Dependent	\$15.14	\$22.80
Employee + 2 or more Dependents	\$27.57	\$37.78

Vision Insurance– Cigna

Cigna utilizes the Cigna Vision Eye Care Professional and VSP networks for In-network vision benefits. Plan offers a \$20 co-pay on Well Vision Exams, \$20 co-pay on glasses and has contact lense benefits. VSP provider listings are available at: www.mycigna.com.

Signature Plan	Bi-Weekly Rates
Employee Only	\$2.93
Employee + Spouse	\$5.18
Employee + Children	\$5.52
Employee + Family	\$8.10

401(k) Retirement Plan– The Standard Retirement Services (Eligibility is the 1st of the month following 1 month of service)

- Compass Health matches dollar for dollar up to 4% of your bi-weekly gross income and your employee contributions/rollover contributions are immediately 100% vested. Pre-tax and Roth options are both available.
- All employees are auto-enrolled with a 2% contribution unless you opt out of the plan.
- Maximum contributions for 2017 is \$18,000 for employees under 50 and \$24,000 for employees 50 and older.

If you waive the benefit when first eligible, you may enroll at any later time with your effective date to be the first day of the month following the application date.

Cafeteria Plan– TASC

The cafeteria plan allows employees to set aside a portion of their salary on a tax-free basis to pay eligible out-of-pocket expenses. We offer three plans: unreimbursed medical expenses, dependent care expenses and non-employer sponsored insurance premiums. Participants are also issued a MyBenefits card which allows the participant to pay for eligible expenses at the time of service with their pre-tax deductions.

This benefit is available to all employees working 20 hours or more per week.

Maximum Contributions for 2017:

- *Medical expenses- \$2,600*
- *Dependent daycare- \$5,000/\$2,500 if married and filling separately*
- *Non-employer sponsored premiums– no maximum*

Life Insurance/Short Term Disability/Long Term Disability– The Standard Insurance Company

Basic Life Insurance– Employees are provided a benefit of 1x annual salary at no cost after 1 year of full time employment. Current Pathways employees whom are covered by the benefit at less than one year of service will be grandfathered in. Maximum benefit amount is \$450,000.

Additional Life Insurance– Employees have the option of purchasing additional life insurance for themselves, spouse and dependent children at an additional cost. Rates are based off of the applicant’s age and amount of coverage elected. Employees are allowed to purchase additional life insurance after meeting the initial wait period of 1st of the month following 30 days of full time employment.

The Basic and Additional Life benefits together may not exceed 6x an employee’s annual income.

Short Term Disability– Compass Health provides Short Term Disability benefits for all full time employees, at no cost, after 1 year of full time employment. The benefit provides 66 2/3 of wages when employees are off of work due to accidents and illnesses. Benefits become payable on the 8th day following an accident and the 15th day following illnesses. Maximum benefit period is 120 days, less the applicable wait period.

Employees also have the option of purchasing short term disability coverage after meeting the initial wait period for benefits– 1st of the month following 30 days of full time employment. This policy would transition to the employer paid policy once the employee hits 1 year of full time service.

Long Term Disability– Benefit is provided at no cost to employees whom have satisfied 1 year of full time employment. Benefits pay 60% of monthly income while disabled less any applicable deductible income.

Maximum monthly benefit is \$5,000. Executives/Senior Management/Physicians/Dentists and APRN’s maximum benefit is \$10,000.



EMPLOYEE PAID HOLIDAYS

New Year’s Day
Martin Luther King Jr. Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Friday after Thanksgiving (ROH has personal holiday)
Christmas Eve
Christmas Day
Personal Holiday



Employees working a holiday receive one and one-half times hourly rate for hours worked plus holiday pay based off of the employees FTE. Full time and part time employees are eligible.

PRN employees working a holiday are paid one and one-half times hourly rate for hours worked.

The organization wide personal holiday is not available for employees to use until 6 months of employment has been satisfied. This personal holiday must also be used during the calendar year in which it was accrued.

Paid Time Off (PTO)

This leave benefit is combined vacation and sick hours and eligible to employees working at least 20 hours. It's accessible immediately. Employees may donate a day of accrued PTO to a co-worker who has depleted all accrued leave. PTO accruals roll over from year to year as long as the maximum has not been reached. Accrual schedules are prorated based off of FTE.

Employees	Earned Monthly	Earned Annually	Maximum Accrual Amount
0-1 years	1.00 day	12 days	144 hours
1-2 years	1.25 days	15 days	180 hours
2-5 years	1.50 days	18 days	216 hours
5-10 years	1.75 days	21 days	252 hours
Over 10 years	2.25 days	27 days	324 hours

Senior Directors/ Physicians/Dentists/ APRNs	Hrs/Hire	Earned Monthly	Earned Annually	Maximum Accrual Amount
0-1 years	48	1.0	18 days	216 hours
1-2		1.50	18 days	216 hours
2-5		1.75	21 days	252 hours
5-10		2.00	24 days	288 hours
10+		2.25	27 days	324 hours

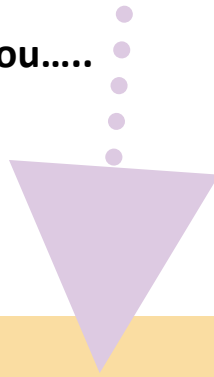
Extended Sick leave

Eligible to employees working 20 hours or more per week with no maximum accrual. Accrual is 6 days per year and prorated for employees working less than 40/week. Can be used after an employee misses 24 consecutive hours.

Funeral Leave

Full-time employees are given up to 3 days paid leave for immediate family members to include: Spouse or significant other, parent (in-law/step), legal guardian, grandparent (in-law), sibling (in-law/step), child (in-law/step) grandchild, or anyone living in the same household.

Additional benefits offered to you.....



Employee Assistance Program

Alternatives EAP is available to all staff. Services include counseling in the following areas: family life, financial, health, legal, personal growth and emotional wellbeing. Employees and family members receive 3 sessions at no charge, per event, per year.

To utilize the benefit, contact Alternatives at 1-800-466-8282 and provide the access code— 8282. There is also a wealth of resources on their website. Visit www.atLifeEAP.com for more information.

Licensure Assistance

Available to full-time employees who are newly applying for professional licensure. Compass will provide funding for supervision hours and examination/licensure fees in exchange for a signed licensure agreement, agreeing to 2 years' post-licensure employment.

Tuition Reimbursement Program

Benefit provides reimbursement to employees for higher learning courses. Repayment up to a maximum of \$1,000 per year for selected staff after 1 year of employment. Employees with less than 3 years of service are eligible up to 50% of the benefit. Application window is from March 1st through May 31st of each year.

Mileage Reimbursement

Reimbursement rates are evaluated each quarter based on the average gas price in your region. Communication regarding the mileage rate will come from the Fleet department via email.

Supplemental Insurances—Assurant Employee Benefits

Under a group policy, Assurant offers the following to our employees: Critical Illness, Accident, and Cancer policies.

**Please contact Debby Rodriguez at drodriguez@compasshn.org
660-890-8168 with any questions you may have.**