

2018 Benefits Summary

BENEFITS	WHO'S ELIGIBLE	WHEN ELIGIBLE	WHAT YOU RECEIVE
PAID DAYS OFF	All Regular Full-Time and Regular Part-Time Employees	After 90 days	Employees accrue: 1-5 Yrs...8.82% of Hours Worked 5-15 Yrs...11.12% of Hours Worked 15+ Yrs...13.04% of Hours Worked Can accrue up to 480 hours Can take up to 80 hours in pay per year
SPECIAL SICK LEAVE	All Regular Full-Time and Regular Part-Time Employees	After 90 days	2.68% of Hours Worked (Based on Maximum of 80 hours per pay period.) Can accrue up to 720 hours
401K RETIREMENT PLAN	All eligible employees	Auto enrolled after 30 days of employment. Option to opt out available.	Employees may contribute 2-100% of annual salary, pre-tax. PCRMC matches 6% of salary after one year of service as long as employee contributes 2% or greater and works at least 1000 hours in the year. Loans available.
HEALTH INSURANCE/ MEDICAL PLAN	All Regular Full-Time and Regular Part-Time Employees	After 30 days of employment.*	Comprehensive Major Medical Benefit with Deductibles, Co-Insurance, and office visit Co-Pays; RX plan included.
LIFE INSURANCE WITH AD&D	All Regular Full-Time and Regular Part-Time Employees	After 30 days of employment.*	PCRMC pays for one times an employee's annual salary rounded to the nearest thousand dollars (up to a max of \$100,000). Employee can purchase additional supplemental and/or dependent coverage.
DENTAL PLAN VISION PLAN AFLAC INSURANCE SUN LIFE FINANCIAL LIBERTY MUTUAL INSUR.	All Regular Full-Time and Regular Part-Time Employees	After 30 days of employment.*	100% employee paid. Short Term Disability, Long Term Disability, Auto & Home, Accident, Cancer, Hospital Plans, Specified Event policies, and Long Term Care/Life Time Benefit
SPENDING ACCOUNTS: MEDICAL & DEPENDENT CARE	All Regular Full-Time and Regular Part-Time Employees	After 30 days of employment.*	Section 125 plan; Pre-tax dollars set aside for medical and child-care expenses. Flexible Benefits Debit Card.
PRE-PAID LEGAL SERVICES	All Regular Full-Time and Regular Part-Time Employees	After 30 days of employment.*	100% employee paid.
MEDICAL CARE DISCOUNT	All Regular Full-Time and Part-Time Employees <u>without</u> PCRMC insurance	After 30 days	For medical services rendered at PCRMC the employee receives a 25% discount.
EDUCATIONAL ASSISTANCE	All Regular Full-Time Employees All Regular Part-Time Employees	After 30 days of service	FT - \$4000 per year FT Grad. Classes- \$5,250 per calendar yr. PT - \$2000 per year PT- Grad. Classes- \$2,625 per calendar yr.
PHARMACY	All Employees	Upon Employment	Discount applies to purchases. Can be payroll deducted.
CAFETERIA	All Employees	Upon Employment	Employees receive a discount. Can be payroll deducted. Coffee and tea are free.
JURY PAY	All Employees	After 90 days of employment	PCRMC will pay full salary, less jury duty pay.

More..... Military Pay, The Rec Centre, Family Fitness, Anytime Fitness, Movie Tickets, Discounts to Amusement Parks, see HR portal for entire list * **Must enroll before end of 30-day entry period.** **Benefits can only be changed during the year within 30 days of a qualifying life event.**