

## CVMC BENEFIT MATRIX

### Benefit Eligibility Definition

- Full-Time = An employee who is regularly scheduled to work at least thirty-two (32) hours per week during a forty (40) hour work week period, and who has successfully completed the required probationary period.
- Regular Part-Time Employee = An employee who is regularly scheduled to work sixteen (16) hours per week but fewer than thirty-two (32) hours per week during a forty (40) hour work week period, and who has successfully completed the required probationary period.
- Non Benefited Employee = Any employee who chooses to not take benefits offered will be paid an extra 15% above the current benefited pay scale. Employees will be categorized as Non-Benefited, IE FT Non-Benefited.

Full-Time and Regular Part Time employees are eligible for benefits the first day of the month following 90 days of employment

### Full Time = Employee Medical/Vision/Dental Bi-weekly Costs:

|                     | <i>PPO</i> | <i>HMO</i> |
|---------------------|------------|------------|
| Employee Only       | 0          | \$79.76    |
| Employee / Children | \$75.54    | \$143.57   |
| Employee / Spouse   | \$83.94    | \$159.52   |
| Employee / Family   | \$130.10   | \$247.26   |

### Regular Part Time = Employee Medical/Vision/Dental Bi-weekly Costs:

|                     | <i>PPO</i> | <i>HMO</i> |
|---------------------|------------|------------|
| Employee Only       | \$83.94    | \$319.05   |
| Employee / Children | \$151.09   | \$574.29   |
| Employee / Spouse   | \$167.87   | \$638.09   |
| Employee / Family   | \$260.20   | \$989.04   |

### Holidays

- F/T Employees receive 80 hours per year
- P/T Employees receive 60 hours per year

### F/T Employee Vacation

- Hourly staff: years 1-4 = 80 hrs      Years 5-9 = 120 hrs      Years 10+ = 160 hrs
- Exempt Staff: years 1-4 = 120 hrs      Years 5-9 = 160 hrs      Years 10+ = 200 hrs

### P/T Employee Vacation

- 60 vacation hours per year

### Sick

- F/T Employees receive 96 hours per year
- P/T Employees receive 60 hours per year

### On Call

- Employees receive 25% of their base rate per hour

### Call Back

- Employee receives 1.5 X base rate per hour 2 hour minimum

### Shift Differential

- Shift 2 = 1pm - 5:45pm      \$1.20 per hour 7 days a week
- Shift 3 = 5:46pm - 2:45am      \$2.25 per hour 7 days a week
- Shift 5 = 6pm - 2:45am      \$1.00 per hour Friday through Monday

### 401k

- Eligible the first day of the month following 90 days

### Life Insurance and AD&D

- Employees will receive coverage as outlined below. This coverage is paid for by CVMC. Please refer to the Unum brochure for more details
- Hourly Staff = \$10,000      Exempt Staff = 1x the employees annual base rate

### Tuition Reimbursement

- Employed one (1) full year as F/T status to qualify
- Tuition fees are paid only up to \$1,000 per calendar year