

HEALTH & WELL-BEING BENEFITS			
Benefit	Who Pays	When you are eligible	What you Receive
Paid Personal Leave (PPL)	BMS	Immediately	Days Accumulated each year:
		All regular, full-time and regular, part-time 24+ employees are eligible to receive PPL benefits. Paid Personal Leave is based on 8 hours pay for a 40 hour work week. Eligible employees working less than 40 hours will receive pro-rated PPL hours based on the number of hours worked	80 hours for 1 year or less (3.08 hours / Pay period)
			104 hours for 2nd & 3rd Year 4.00 hours / Pay period
			128 hours for 4th & 5th Year 4.923 hours / Pay period
			160 hours for 6 years or more 6.153 hours / Pay period
Sick Leave	BMS	Immediately	Days Accumulated each year:
		All regular, full-time and regular, part-time 24+ employees are eligible to receive sick leave. Sick leave is based on 8 hours pay for a 40 hour work week. Eligible employees working less than 40 hours will receive pro-rated sick leave based on the number of hours worked	80 hours / 3.08 hours pay period Hours can roll over every year up to a max of 480 hours
Paid Holidays	BMS	Immediately	(8) Paid Holidays
		All regular, full-time and regular, part-time 24+ employees are eligible to receive holiday pay. Holiday pay is based on 8 hours pay for a 40 hour work week. Eligible employees working less than 40 hours will receive pro-rated holiday pay based on the number of hours worked	Holidays are listed annually One floating holiday annually - must be used by June 30th each year
		Employees in Residential, Full Circle or CARE programs who are required to work one of the 8 paid holidays will be paid at a rate of one and a half (1 ½) times their hourly wage in addition to their holiday pay.	
Medical / Vision Insurance	You and BMS	Effective 1st day of month following 30 days of employment. Must work at least 30 hours / week to be eligible.	Group Self Insured Plan
		Employee Only..... \$37.71 / Pay period Employee +1.....\$146.04 / Pay period Family.....\$185.12 / Pay period <i>Pre-tax premiums. Subject to change</i>	See Summary plan for details **If you do not enroll within the first 30 days of employment you must have a qualifying event in order to enter the plan. (ex. Marriage, birth of child, loss of other benefits)
Dental Insurance	You and BMS	Effective 1st day of month following 30 days of employment. Must work at least 30 hours / week to be eligible.	Group Self Insured Plan
		Employee only..... \$4.10 / Pay period Employee +1..... \$22.17 / Pay period Family.....\$22.17/ Pay period <i>Pre-tax premiums. Subject to change</i>	See Summary plan for details **If you do not enroll within the first 30 days of employment you must have a qualifying event in order to enter the plan. (ex. Marriage, birth of child, loss of other benefits)
Life Insurance / AD&D	You	Effective 1st day of month following 30 days of employment. Must work at least 30 hours / week to be eligible.	The face amount of life insurance coverage can range between a minimum of \$10,000 and a maximum of \$500,000 in increments of \$10,000. \$100,000 guaranteed issue
Disability	You	Effective 1st day of month following 30 days of employment. Must work at least 30 hours / week to be eligible.	Details can be found in the Summary Plan Description (SPD) available from the Human Resource Office.

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Medical Spending Account	You	Effective 1st day of month following 30 days of employment. Must work at least 30 hours / week to be eligible.	Used to pay medical expenses, excluding premiums, with wages not subject to federal income tax and social security.
			Details can be found in the Summary Plan Description (SPD) available from the Human Resource Office.
Dependant Care Account	You	Effective 1st day of month following 30 days of employment. Must work at least 30 hours / week to be eligible.	Used to pay dependent care expenses (daycare) resulting from employment with wages not subject to federal income tax and social security.
			Details can be found in the Summary Plan Description (SPD) available from the Human Resource Office.
Personal Well-Being	BMS	All regular, full-time and regular part-time employees and immediate family members.	Up to 4 therapeutic sessions or gambling treatments for employees and/or their immediate family members at no charge or a reduction of up to \$240 for chemical dependency services.
401 (k) Retirement Savings Plan	You and BMS	All employees are eligible to participate in the retirement plan as of their date of hire. An employee who does not participate at the start of their employment will be offered enrollment on January 1 and July 1 of each year.	Behavior Management Systems will match 100% of employee contribution up to 3%, and 50% of employee contribution from 4-7%.

***This list is intended as an abbreviated synopsis of the numerous fringe benefits available. For specific details of any fringe benefit, please contact the Human Resources Department