

The Center for Health Care Services Benefits Plan

CENTER PAID BENEFITS	
Benefit	The Center
Term Life Insurance	Center provides equal to 1 and ½ times employees annual salary. Limit \$260,000
Long Term Disability (LTD)	<p>WAITING PERIOD: 90 Consecutive days of total disability.</p> <p>EFFECTIVE DATE: The day immediately following completion of the waiting period.</p> <p>DURATION OF BENEFIT: See hand book</p>
401(a) Retirement Plan	After a minimum of one year employment is completed, and beginning the first of the following plan quarter, the Center contributes an amount equal to 5% of each employee's annual salary to a Defined Contribution Plan. Employees are fully vested in the Plan after 5 Years of eligible employment.

OPTIONAL BENEFITS AVAILABLE FOR EMPLOYEES (Payroll Deductions)	
Optional - Health, Dental & Vision	Choices
Group Health Plan - Humana	4 – PPO Health Plans 1 – HSA
Group Dental Plan - Guardian	2 – Dental Plans
Group Vision Plan – CompBenefits	Vision Plan includes Eye Exams, Eyeglasses with Allowance for Contacts Lenses & Lasik
Optional - Term Life & Disability	Choices
IRS Section 125 - Cafeteria Plan	Insurance Premiums, Medical Expenses and Dependent Care, with “Pre Tax” Dollars
Optional Employee Life & AD& D Insurance	Employees May purchase Coverage for Self in amounts of \$10,000 to \$100,000
Optional Spouse of Life & AD& D Insurance	Coverage for Spouse in amounts not to exceed 50% of employee's Optional Life & AD& D
Dependent Life & Accidental Death & Dismemberment	Employees May Obtain Coverage for Spouse in amount of \$15,000 and Children in amounts of \$5,000
Short Term Disability (STD)	Benefits, for one period of disability, may be paid up to a maximum of 11 weeks.

Optional - Retirement & Legal Insurance	Choices
457 Deferred Compensation Plan	Allows Employees to Invest Pre-tax Dollars in a variety of American Funds, Mutual funds. You may enroll from 1 st day of employment
Texas Legal Protection Plan	An affordable legal insurance plan to protect your rights.
Universal Life Policy	Through AIG Insurance Company
Cancer Insurance	Through AIG Insurance Company may be purchased with pretax dollars
Critical Care Insurance	Through AIG Insurance Company
Accident Policy	Through AIG Insurance Company may be purchased with pretax dollars

ADDITIONAL EMPLOYEE BENEFITS	
Educational Benefits	Educational Leave may be granted for up to 10% of scheduled work to attend courses directly related to the employee's position. Approval by Supervisor, HR Director and President/CEO
Paid Time Off	16 Days per Year 21 Days per Year after 3 Years 26 Days per Year after 6 Years 31 Days per All Years Thereafter
<p align="center"> Human Resources staffing@chcsbc.org 731-1300 ext. 264 </p>	<p align="center"> Gordon Swan HR Benefits Specialist gswan@chcsbc.org 731-1300 ext. 253 </p>
<p align="center"> Benefits start date: First of the month after completing 30 days employment </p>	<p align="center"> Open enrollment occurs in May or June of each year, as plan year is typically July 1 – June 30 </p>