



Benefits Summary

Employees of Evergreen Health, Community Access Services and Pride Center of WNY enjoy a comprehensive benefits package with much to offer -- from generous amount of paid time off policy to affordable insurance.

We are dedicated to the overall health and well-being our team members and their families.

Medical

We offer three (3) plan options under Univera, with the employer-paid portion covering more than 83% of premium costs. Employees also receive a \$150/\$300 Wellness Card. Employees are eligible the first of the month following 30 days of employment.

Coverage includes:

- *Prescription Drug*
- *Physician's Office Services*
- *Physician's Preventative Services*
- *Inpatient Hospital Services*
- *Outpatient Hospital Services*
- *Emergency Hospital Care*
- *Mental Health & Substance Abuse*
- *Diabetic Supplies & Services*
- *Other Services (see booklet)*

FSA - Flexible Spending Account

Our ProFlex Flexible Spending Account (FSA) option is a front loaded card with an elected amount of money that will be available the first day you are benefits eligible. Each pay period there will be a fixed amount deducted from pay to compensate for the amount elected on the card. This is a pre-tax benefit. Employees may rollover up to \$640 (if unused) into the next year.

- *Eligible Expenses include select dental services, eye exams and eyeglasses, lab exams and tests, medical equipment/supplies, therapy services, and more.*

HSA – Health Savings Account

Our HSA Account is through Keybank, and available with the high deductible plan. This acts as a true savings account. Employees who opt-in for the HSA will elect a fixed amount each pay period to be deposited into a bank account for use on eligible healthcare expenses. This is a pre-tax benefit. The agency provides a contribution to employees HSA account if a high deductible plan is elected.



Dental

A Preferred Dentist Plus Program (PDP Plus) is offered through MetLife with in and out of network coverage available. This benefit is 100% employer-paid for single and family coverage. Employees are eligible the first of the month following 30 days of employment.

Coverage in network includes:

- *Preventative Care (Type A Services) – 100%*
- *Basic Restorative Care (Type B Services) – 80%*
- *Major Restorative Care (Type C Services) – 50%*
- *Orthodontia (Type D Services) – 50% (for dependents up to age 19)*

Vision

Vision insurance is offered through MetLife with in and out of network coverage available. This benefit is 100% employer-paid for single and family coverage. Employees are eligible the first of the month following 30 days of employment.

Coverage in network includes:

- *Low Copay for Eye Exam (\$10)*
- *Annual Allowance for Contacts or Frames (\$130)*
- *Discounts on Lens Enhancements*
- *Low Copay for Standard Corrective Lenses (\$25)*

Disability and Life Insurance

Disability and life coverages are available through MetLife. Employees are eligible the first of the month following 30 days of employment.

Coverage includes:

- **Short-Term Disability:** *Benefits are paid from the 8th missed day for up to 26 weeks. The association covers 100% of the premiums.*
- **Long-Term Disability:** *Benefits are paid, upon disability lasting 26 weeks or longer. The association pays the first \$10.00 of premiums.*
- **Life Insurance:** *Personal Life & AD&D Insurance – One times your annual salary. The agency pays the first \$1.00 of the premium.*



403b Retirement Plan

Employees are eligible to participate in our retirement plan through Vanguard, starting the first day of employment. Employee contributions are subject to annual limit of \$23,000 of your salary. Employees, 50 years of age, or older, may contribute an additional \$7,500 annually. Employees may contribute to a traditional (pre-tax) or Roth (after-tax) retirement plan.

Retirement Plan includes:

- **Employer Match:** We match your contributions to the plan, dollar-for-dollar, up to 5%
- **Vesting Schedule:** Employees are fully vested from the start of their retirement plan (day 1)

Additional Benefits

Additional benefits include:

- **Optional Accident and Critical Illness Coverage**
- **Paid Parking and Paid Lunches**
 - 8 Paid Holidays
 - Volunteer Time Off
 - Floating Holiday
- **Paid Time Off Package (Up to 4 weeks paid vacation/sick/personal time)**
 - On-site Market
 - Employee Assistance Program
- **Ongoing Staff Development & Training**
- **Discounts at various vendors** (i.e.: cell phone providers, college tuition, gym memberships, etc.)