



Staff Fringe Benefits Summary

Health
Insurance
Plan

MEDICA ® HEALTH INSURANCE PLAN WITH HEALTH SAVINGS ACCOUNT (HSA)	Single Employee Only	Family (Employee plus dependents)
In Network: Annual Deductible (Embedded)	\$4,000	\$8,000
In Network : Out of Pocket Maximum	\$4,000	\$8,000
Out of Network: Out of Pocket Maximum	\$7,500	\$15,000
Total Monthly Premium (COBRA Rate)	\$980	\$1,953
Staff Person's Premiums		
Per Payperiod	\$50	\$300
Per Month	\$100	\$600
Health Savings Account (HSA) Employer Match	Up to \$50.00 per payperiod	
Spring Valley Health Care Services' Health Insurance Plan Contribution Per Month	\$980	\$1,453

DENTAL & VISION ONLY	Single	Family
Dental Deductibles	\$50	\$150
Vision Deductibles: Exams=\$10 Frames=\$100 Plastic Lens=\$25 Contacts=\$115		
Total Monthly Premium (COBRA Rate)	\$47	\$134
Staff Person's Premiums		
Per Payperiod	\$10	\$30
Per Month	\$20	\$60

Life
Insurance
Plans

Type of Coverage	Coverage	Employee Share	Employer Share	
The Hartford Accidental Death/Dismemberment – Basic	Professional Staff	\$50,000	0%	\$8.50/person/month
	Para-professional Staff	\$25,000	0%	\$4.25/person/month
The Hartford Supplemental Plans	Voluntary Election	100%	0%	
AFLAC	Voluntary Election	100%	0%	

Personal

Paid

Time

Off (PTO)

Part Time Staff (at 50% time)			
Years of Service	PTO Monthly Accrual (Days/Hours)	Annual PTO Accrual * (Days/Hours)	Maximum PTO Accrued Balance * (Days/Hours)
Up to 2	.25/2	3/24	N/A
2-5 Years	.5/4	6/48	9/72
6-10 Years	.625/5	7.5/60	16.5/132
11-15 Years	.75/6	9/72	25/200
16 - 19 Years	.875/7	10.5/84	27.5/220
20+ Years	1/8	12/96	30/240

Full Time Staff (at 100% time)			
Years of Service	Monthly PTO Accrual (Days/Hours)	Annual PTO Accrual * (Days/Hours)	Maximum PTO Accrued Balance * (Days/Hours)
Up to 2	.5/4	6/48	N/A
2-5 Years	1/8	12/96	18/144
6-10 Years	1.25/10	15/120	22/176
11-15 Years	1.5/12	18/144	25/200
16-19 Years	1.75/14	21/168	30/240
20+ Years	2/16	24/192	30/240

Paid
Holidays

New Year's Day	Labor Day
Easter	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day (Fourth of July)	

Wage
Add-Ons
&
Other
Incentives

Shift Differential for PMs & Night Shifts	\$2.00 per hour worked	
Full-time Scheduled Incentive	\$.50 per hour for all hours worked	Only CNAs Eligible
Picking Up an Extra Shift with Less than 24 hour Notice	\$20.00 for that shift \$10.00 for half-shift	Only CNAs Eligible
Staff Referral for a New Hire	\$500.00	Paid to Staff Person making a referral at \$50.00 per payperiod for up to 10 payperiods
Casual Call CNAs Working > 48 hours in pay period Working > 64 hours in pay period Working > 72 hours in pay period	\$20.00 bonus pay for that payperiod \$30.00 bonus pay for that payperiod \$40.00 bonus pay for that payperiod	