



## **OUTLINE OF BENEFITS**

United Cerebral Palsy offers its full-time and part-time employees a competitive and comprehensive benefit package based on the number of hours worked weekly.

### **HEALTH, DENTAL AND VISION INSURANCE**

Benefits are effective the first day of the month following 30 consecutive days of employment.

**Employees working regularly scheduled hours of 30 or more weekly can elect Health, Dental and/or Vision Insurance as follows:**

	<b>Monthly Cost</b>		
	<u>Family</u>	<u>2-Person</u>	<u>Single</u>
United Health Care “Choice Plus Plan” *	\$ 369.70	\$ 246.46	\$ 123.24
Guardian Dental – “Network Access Plan”	\$ 84.60	\$ 52.24	\$ 25.62
EyeMed Vision Care – “Advantage Plan”	\$ 16.40	\$ 11.16	\$ 5.88

\*United Health Care Plan offers prescription coverage, including mail order.

**Employees working regularly scheduled hours of 20 to 29 weekly, have the opportunity to elect Dental and/or Vision Insurance coverage as listed above.**

### **PAID VACATION**

Paid vacation allowance ranges from 2-4 weeks per year in the first year. Vacation allowance may increase at 5 and/or 10 years of service.

### **PAID HOLIDAYS**

United Cerebral Palsy observes 10 paid holidays. These are: New Years (2 days), Martin Luther King, Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and the day after Thanksgiving, and Christmas (2 days).

### **LIFE and AD&D INSURANCE**

At no cost to you, United Cerebral Palsy provides you a Life and Accidental Death & Dismemberment benefit, equal to two (2) times your annual salary.

### **LONG TERM DISABILITY INSURANCE**

If you become disabled and are unable to work due to injury or sickness, you may become eligible to receive disability pay. United Cerebral Palsy provides this benefit to you at no cost.

### **DISCRETIONARY RETIREMENT SAVINGS PLAN**

United Cerebral Palsy may make, on a discretionary basis, contributions to a retirement benefit plan for you. You select your investment vehicles. You are eligible if you are 21 years of age, and have worked for United Cerebral Palsy for two years.

### **403B**

United Cerebral Palsy offers an optional Tax Deferred Defined Contribution Plan that offers employees retirement funding using their pre-tax, payroll dollars. Choose the investment vehicles that are the most appropriate for your lifestyle.

### **SHORT TERM ABSENCES**

Full-time employees will accrue short-term absences on the basis of one day per month. These short-term absence days/hours can be used in case of illness, personal business, bereavement, or a variety of circumstances to be approved by the supervisor. Part-time employees are eligible for paid short-term absences on a pro-rated basis.

### **Human Arc ©**

United Cerebral Palsy Association has arranged for a consulting firm to assist staff in determining if they or their minor dependents qualify for free county health coverage.

### **CREDIT UNION**

If you want “No Charge” checking, join the Ohio Education Credit Union. Other available services are: direct deposit or payroll deduction into any Credit Union account, loans, money market accounts, ATM cards with no surcharges, check debit cards, internet service, two Visa options, and 24-hour account access.

### **DIRECT DEPOSIT PAYROLL**

Employees may designate up to three (3) participating financial institutions to receive their net pay.

**PLEASE NOTE:** This outline provides a brief overview of United Cerebral Palsy's benefit programs for applicants. United Cerebral Palsy reserves the right at any time to revise, update or rescind any policies or benefits.