

# Employee Benefits

for employees meeting eligibility requirements

- **Medical Insurance** – Blue Shield
  - **Access + HMO Plan**  
100% employee premium paid by Cancer Center, employee pays 100% dependent coverage. For employee only coverage, employee is responsible for up to \$1500 of the co-pay maximum. Once \$1500 of the co-pay maximum is met, Cancer Center will fund the remainder of the co-pay maximum when hospitalization and/or outpatient surgery services are utilized. Other maximums apply for employees covering dependents.
  - **PPO Savings 2550 Plan**  
Employee buys up to PPO, employee pays 100% dependent coverage
- **Dental Insurance** – Cancer Center Self Funded plan  
100% employee premium paid by Cancer Center, dependent coverage paid by employee
- **Vision Insurance** – Cancer Center Self Funded plan  
Up to \$200 reimbursement for eye exams &/or prescription eyewear every 2 years, no dependent coverage
- **Life/Accidental Death & Dismemberment** – Assurant Employee Benefits  
\$15,000 benefit
- **Short/Long Term Disability** – Assurant Employee Benefits  
60% of monthly earnings after 60 or 180 days disability
- **Section 125/Flexible Spending Account** – PayPro Administrators  
Pre-tax deductions of dependent insurance premiums, dependent day care, & unreimbursed medical expenses
- **Supplemental Insurance** – AFLAC  
Accident Indemnity, Cancer Indemnity, Specified Health Event Protection, Hospital Protection, and Hospital Intensive Care protection
- **403(b) Tax-Deferred Annuity Plan** – PlanMember Services  
Employees may contribute immediately; after one year of employment Cancer Center contributes 3% of salary and up to a 3% match.
- **Employee Assistance Program** – Cottage Care Center  
Counseling and referrals available to employees and families, work-life balance assistance programs
- **Paid Time Off**  
1-3 year employees accrue 19.5 days each year, 4-5 year employees accrue 21.5 days each year, 6-7 year employees accrue 24.5 days each year, 8-9 year employees accrue 27.5 days each year, and 10 year and above employees accrue 29.5 days each year
- **Holidays**  
7 paid holidays each year.
- **Other**
  - Employee Mortgage Loan Assistance Program (EMLAP) – down payment assistance
  - Commuter Assistance
  - Education Assistance
  - Jury Duty Leave – up to 10 days of paid leave per occurrence
  - Bereavement Leave – up to 3 days of paid leave per occurrence
  - Yoga – weekly sessions for employees subsidized by the Cancer Center
  - Popcorn Fridays

