

The Bert Nash Community Mental Health Center, INC.

SUMMARY OF BENEFITS

6/1/2007

Annual Leave

| <u>Years of Employment</u> | <u>Time Accrued-full time</u> |
|----------------------------|-------------------------------|
| First through Third | 15 days (120 hrs) = 10.00/mo |
| Fourth | 20 days (160 hrs) = 13.33/mo |
| Fifth | 21 days (168 hrs) = 14.00/mo |
| Sixth through Seventh | 22 days (176 hrs) = 14.67/mo |
| Eighth through Ninth | 23 days (184 hrs) = 15.33/mo |
| Tenth through Eleventh | 24 days (192 hrs) = 16.00/mo |
| Twelfth and Beyond | 25 days (200 hrs) = 16.67/mo |

May accumulate up to a maximum of one and one-half year's worth.

Pro-rated accrual for part time working 20hrs/wk or more.

(Hrly staff accrue based on scheduled hours.

The maximum accrual is also pro-rated.)

Holidays

Ten(10) Paid Holidays:

- New Year's Day
 - Martin Luther King Jr Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - Day after Thanksgiving
 - Christmas Day
 - Personal Day
 - Floating Day set by Admin
- Any other day Board of Directors may so designate.*
(Eligible PT staff earn pro-rata hrs based on sched. hrs per week.)

Health Ins - Preferred Health Professionals PPO eff. 6-01-07

Employee Cost/mo: prorated for PT

- Single - \$50
 - Employee plus one - \$187
 - Family - \$250
- Coverage Includes:
With PPO Providers -
Deductible - \$0
Emergency Room co-pay: \$50
in network and \$100 non-network;
co-pay waived if admitted as inpt.

Annual out of pocket limits:

- Single-\$1300 in network (\$2600non net)
- Family-\$2600 in network (\$5200non net)

To locate in-network providers refer to www.phpkc.com

Note: \$1million Lifetime Benefit inclusive of transplants with lifetime cap at \$300,000

Eligible for health insurance as of first day of month following date of hire. Open enrollment occurs in May.

Coverage, cont.

- 80% Co-Insurance
(50% for behavioral health)
- \$15 Co-pay per Doctor visit
- Well Care Benefits up to \$400 (<age2, 100% after \$15 copay)
per covered individual per plan year
- Prescription Drugs (at pharmacies using RESTAT formulary)
\$25 co-pay for preferred brand name
\$8 co-pay for generic brand
Non-pref Brand name \$40 + cost diff between brand name & generic option
Compound drugs: \$40 or 50% of cost, whichever is higher
- Dental- Preventive 100% Coverage \$0 ded; \$50 ded total for Basic& Major
Basic Services 80% coverage, Major Services 50% coverage; \$1250/yr max

Flexible Spending Account Plan

Employee may set aside money before taxes for unreimbursed medical expenses (\$5000 max/plan yr.) or child care expenses (also \$5000 max/plan yr.) Eligible from date of hire if scheduled for 20hrs/wk min.

Sick Leave

Full time staff accrue 8 hrs/mo.
Ninety (90)days [720hrs] max accrual.
(Hrly staff accrue based on sched. hrs)

(Pro-rated accrual for part time working 20hrs/wk or more.)

Professional Education

Budgeted Endowment funding for employee development for supporting Center goals, maintaining staff professional licensure, and projects deemed beneficial to the Center.

Well Care:

\$400/yr
Includes 1 Vision exam per yr + \$50 for glasses or contacts; for preventive screening; immunizations

Free Long Term Disability-KPERS

Eligible at one (1) year of employment. 66 2/3% of salary after 180 continuous days of total disability.

Free Life Insurance-KPERS

Eligible at one (1) year of employment.
Equal to 1.5 times annual salary if working 20 or more hrs/wk and not PRN.

Optional Group Life Insurance

Eligible at one (1) year of employment.
Purchase from \$5,000 to \$250,000 add'l group term life insurance:Minnesota Life.
(Up to \$50,000 is "guaranteed issue" during initial 30-day eligibility.)

Retirement Plan

Eligible at one (1) year of employment. Defined benefit plan administered by Kansas Public Employees Retirement Systems (KPERS). Employee will contribute 4% of annual salary on a pre-tax basis. The Center contributes at a rate determined actuarially. Employees may choose to buy back the 1 yr waiting period of service after becoming a KPERS member.
3 ways to retire with full benefits:
1) attain age 65 2) age 62 + 10 yrs service 3) age + service = 85

Voluntary Tax-Deferred Annuity (403b Plan)

Employee may contribute towards retirement in amount determined by IRS. Eligible immediately. Contact HR.

Lawrence Athletic Club Membership (842-4966 for contract) Group rates good thru 12-31-07

| | <u>Gym or Pool</u> | <u>G or P Annual</u> | <u>Both / Mo</u> | <u>Both Annual</u> |
|-----------|--------------------|----------------------|------------------|--------------------|
| Individ'l | \$31 | \$372 | \$44 | \$528 |
| Couple | \$41 | \$492 | \$56 | \$672 |
| Family | \$53 | \$636 | \$74 | \$888 |

Membership is good at either North or East gym!

U.S. Bank - Workplace Banking Free ckg & ATM at all branches.

Please direct any questions to Human Resources at 785/830-1734