AFSCME
General Benefits Information for 2011/12

ELIGIBILITY for BENEFITS: Probationary employees are eligible for benefits after the successful completion of the first two-hundred forty (240) continuous hours of their probationary period. Employees who are assigned a regular work schedule (i.e. not as a substitute for a regular employee) of 30 hours or more per week (but less than 40) will have benefits on a pro-rated basis. All Optional Benefits are available to eligible employees, whether enrolled in the insurance plans or not. Benefits become effective on the first of the month following the date the eligibility requirements are met.

Cash-In-Lieu of (CIL) Benefits

Available to eligible employees who do not sign up for medical, dental and life insurance benefits. Must provide proof of other medical insurance. Benefit becomes effective the first of the month following the date the eligibility requirements are met. Maximum of $182.68 per month (pro-rated if less than 1.0 FTE) is paid in the first paycheck of the calendar month. CIL employees do not receive the Employer paid dental insurance however, CIL employees may enroll in optional dental insurance if they choose.

Medical **Priority Health**

Standard pre-tax payroll deductions are taken from the first paycheck of the calendar month (i.e. 12 pays throughout the year) or from each paycheck during the calendar year (i.e. 26 pays throughout the year).

Priority Health Point of Service Plan

Single Coverage:	$15.30	per month
2-Person Coverage:	$33.54	per month
Full Family Coverage:	$41.12	per month

OR

Single Coverage:	$7.06	per pay
2-Person Coverage:	$15.48	per pay
Full Family Coverage:	$18.97	per pay

Dental **SET-SEG Ultra-Dental Coverage**

Insurance coverage paid by the District for employees enrolled in medical and assigned a regular work schedule of 40 hours or more per week.

Life Insurance **SET-SEG (AMHSM)**

$5,000 life/AD&D policy paid by the District.

Optional Dental, Vision, Life, and Short and Long-Term Disability Insurance **SET-SEG Options**

Standard pre-tax payroll deductions are taken from the 10/01/10 through 06/10/11 paychecks (19 pays). May be elected without medical coverage as long as eligibility requirements are met. $5,000 Basic Term Life Insurance must be purchased when opting for the disability coverage.

Optional Vision Insurance

Single Coverage:	$ 4.78 per pay
2-person Coverage:	$13.10 per pay
Full family Coverage:	$13.10 per pay

_ _ _ _ _ / OPEN ENROLLMENT: May 1st through June 15th for a July 1st effective date. \ _ _ _ _ _
\ Benefit coverage period is July 1 through June 30. /

Uninsured Health Care Reimbursement Account

Eligibility requirement is 20 or more scheduled hours per week. Plan year is from January 1st through December 31st, with re-enrollment every year during the month of November. Pre-tax payroll deductions are taken from 19 paychecks (excluding summer) during the CALENDAR year.

Dependent Care Reimbursement Account

Eligibility requirement is 20 or more scheduled hours per week. Plan year is from January 1st through December 31st, with re-enrollment every year during the month of November. Pre-tax payroll deductions are taken from 19 paychecks (excluding summer) during the CALENDAR year.