

EP!C Benefits At A Glance

The average total cost of EP!C's benefits package is approximately 31% of your total annual salary.

The exceptional value of EP!C's benefits reflects the desire to contribute to the well-being of our employees.

- Professional Benefits Administrators acts as the third party administrator of the EP!C health plan
- Section 125 flexible spending account
- United Healthcare dental insurance
- United Healthcare vision insurance
- Prudential long-term disability, life and accidental death and dismemberment insurance
- Mutual of America 403(B) Thrift Plan
- Generous paid leave schedule
- Eight paid holidays
- Certification in CPR and First Aid
- Paid training to become a certified Direct Service Person (DSP)
- Monthly EP!C newsletter
- Paid leave cash-out for tuition program after one year
- Reduced membership fees at Landmark
- Cellular discount
- Various financial institutions offer memberships that allow low cost or free checking and savings accounts with no minimum balance and many types of loans.
- Employee Recognition Program includes bonuses and agency recognition based on years of service.

Employee Assistance

EP!C offers its employees access to an employee assistance program, an EAP, which provides confidential, professional assistance for employees and their immediate family members for almost any kind of problem. Initial assessment sessions are free.

If further assistance is necessary, current health insurance plans will be considered in making the most appropriate and cost-efficient referral.

A call to Resource Management Services at 309/681-5652 or 800/333-2095 is all you need to do in order to receive a professional and confidential response, 24 hours a day.

The Mutual of America 403(B) Thrift Plan is available to all employees who are at least 21 years of age and employed in a benefit position.

Persons employed with EP!C beyond 12 months are eligible for EP!C contributions to their 403(B) accounts. All employees will be invited to attend an open enrollment meeting to learn about the EP!C contribution and to complete the necessary forms to begin their EP!C-paid retirement benefit.

Section 125 Flexible Spending

The Section 125 Flexible Spending Plan allows you to deduct dependent care expenses and out-of-pocket medical expenses with pre-tax, payroll-deducted dollars.



EP!C empowering people. inspiring capabilities.

Employee Benefits



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EPIC Health Insurance

Employees hired before April 1, 2004, who work 20 or more hours per week in a benefit position or were hired after April 1, 2004 and work 30 hours or more per week, are eligible to participate in the group medical coverage. You are eligible on the 1st of the month following 90 days of employment. EPIC pays a large portion of the costs of the employee and/or dependent coverage. Employees' biweekly contributions toward the cost of the plan will be payroll deducted.

After a \$600 annual deductible, EPIC's major medical plan pays 80% of covered expenses provided you use our preferred providers, which belong to the Methodist First Choice network.

Covered Benefits Include:

Routine Physical — EPIC employee covered at 100% in network

Annual Pap Smear & Mammogram — 100% paid-in-full*, no deductible or copay

Well Child Care to age 18 — 100% paid-in-full*, no deductible or copay for child immunizations and well-baby checks

Annual Prostate Exam — PSA Test 100% paid-in-full*, no deductible

Chiropractic Care — Up to \$500 paid benefits each year after reaching plan deductible

Office Calls — \$30 co-payment per visit for primary care & \$60 for specialists

Prescription Plan — 4-tiered plan for drug co-pays, either \$5, \$30, or \$75 per 30-day supply and an easy, mail-order plan for maintenance Prescriptions as well as no-cost international mail order.

**Please refer to plan description for information governing*

Holidays & Paid Leave

PAID LEAVE

Full and part-time employees in benefit positions are eligible to accrue paid leave with a pro-ration of time for employees who work less than 40 hours per week. Leave time is accrued per pay period upon satisfactory completion of the initial employment period. Leave time accrual is established as follows:

Before 1/16/2016

Level	Months	Days/Yr	Full-time Accrual
1	1-12	17	6.77
2	13-36	24	7.38
3	37-60	27	8.31
4	61 Plus	32	9.85

After 1/16/2016

Level	Months	Days/Yr	Full-time Accrual
1	1-12	10	3.07
2	13-36	17	4.61
3	37-60	20	6.15
4	61 Plus	25	7.69

HOLIDAYS

Each year, EPIC offers 8 paid holidays (or unpaid as associated with wage enhancement) as observed by EPIC for employees working 20+

Disability & Life Insurance

LONG TERM DISABILITY

EPIC pays the full cost of this benefit. Long term disability insurance is provided as a source of income protection. Should you become disabled as a result of a non-occupational injury or illness, this coverage will provide you with 60% of your salary. Benefits begin after 90 days of disability. Employees working 20 hours or more in a benefit position are eligible for participation following 90 days of employment with EPIC.

GROUP TERM LIFE AND AD&D

EPIC pays the full cost of the life and accidental death and dismemberment benefit. Group term life insurance in the amount equal to your annual base pay is provided to all employees working 20 or more hours per week in a benefit position. This coverage begins after 90 days of employment. Annual base pay is defined as your annual pay excluding bonuses and overtime pay. In the event of your death, your beneficiary will receive your annualized salary according to the most recent personnel action form. If your death is a result of an accidental injury, your beneficiary will receive 2 times the principal sum.

\$15,000 SUPPLEMENTAL LIFE INSURANCE

Additional group term life insurance in the amount of \$15,000 is available to all employees who are also eligible for the health insurance. Employees are eligible for coverage the 1st of the month following 90 days after satisfying the eligibility requirements. Both EPIC and the employee will pay the cost of the plan. Biweekly contributions toward the cost will be payroll deducted. Accidental death benefits are also included. If your death is the result of an accidental injury, your beneficiary will receive two times the amount.