

Benefits Schedule

Effective 10/1/2020

Benefits	Description	Eligibility	Bi-Weekly Cost			
Paid Time Off	The accrual of Paid Time Off (PTO) is calculated as described below for all eligible employees:	Full-time employees (working 30 hours or more per week).	N/A			
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">0-4 years of service</td> <td>.058 hour or 4.64/hrs. per pay period</td> </tr> <tr> <td>5+ years</td> <td>.077 hour or 6.16/hrs. per pay period</td> </tr> </table>					
0-4 years of service	.058 hour or 4.64/hrs. per pay period					
5+ years	.077 hour or 6.16/hrs. per pay period					
Holidays	New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and a Floating Holiday	Full-time employees, effective upon hire. May request time off following 30 days of employment.	N/A			
Bereavement / Funeral Leave	Full-time employees receive three (3) consecutive days pay and part-time employees receive 1.5 days' pay following the death of an immediate family member.	Full-time and part-time employees. Date of hire.	N/A			
Health Insurance	Comprehensive benefits through Blue Cross Blue Shield, Florida Blue. Three different medical plans to choose from including prescription drug coverage.	Full-time employees defined by the Affordable Care Act (ACA), effective the first day of the month following 30 days of successful employment.	Category	PPO H.S.A	HMO 47	PPO 5771
			EE Only	\$50.01	\$81.82	\$143.81
			EE+SP	\$373.34	\$467.64	\$615.17
			EE+CHILD	\$256.50	\$332.58	\$451.58
EE+FAM	\$559.64	\$686.45	\$884.80			
Wellness Program	Monthly and/or quarterly wellness initiatives geared towards preventive measures and making informed decisions about your health. Additional benefits offered through group medical plan.	All employees	N/A			
Teladoc (telehealth program)	A fast and convenient way to consult with a state-licensed physician by phone, mobile app, video chart or web—24 hours, 365 days a year.	Full-time employees, effective the first day of the month following 30 days of successful employment.	Paid by employer			
Dental Insurance	Routine cleaning, basic restorative & major coverage. Carrier: Reliance Standard (PPO)	Full-time employees, effective the first day of the month following 30 days of successful employment.	EE Only	\$12.66		
			EE+Sp	\$25.32		
			EE+Child(ren)	\$32.29		
			EE+Fam	\$44.96		
Employee Assistance Program (EAP)	Employee Assistance Program provides employees with necessary assistance in establishing a work-life balance with phone counseling, legal services and financial services.	Full-time employees, effective the first day of the month following 30 days of successful employment.	Paid by employer			
Identity Theft Protection & Worldwide Travel Insurance	In the event your identity is stolen, the Identity Theft Protection plan will assist in the process of filing necessary claims. Worldwide Travel Insurance assists in the event of an emergency during your travels.	Full-time employees, effective the first day of the month following 30 days of successful employment.	Paid by employer			
Basic Life Insurance/AD&D	Natural death benefit of \$25,000 and accidental death & dismemberment benefit of \$25,000	All full-time employees	Paid by employer			
Supplemental Insurance (Voluntary)	Optional Employee Life Insurance/AD&D, Optional Spouse Life Insurance/AD&D and Optional Child Life Insurance. Short Term Disability, and Long-Term Disability. Carrier: Mutual of Omaha	Full-time employees, effective the first day of the month following 30 days of successful employment.	Based on amount chosen and age. 100% of employee cost.			
Vision Insurance	Routine exam, eyeglass frames, lenses, and contact coverage. Additional discounts outside of allowance and discounts on corrective surgery. Carrier: Superior Vision (PPO)	Full-time employees, effective the first day of the month following 30 days of successful employment.	EE Only	\$2.76		
			EE+Sp	\$5.51		
			EE+Child(ren)	\$5.84		
			EE+Fam	\$9.19		
AFLAC	Additional supplemental benefits are available through our AFLAC representative.	First day of the month following 30 days of successful employment.	100% employee cost.			
Retirement	401(k) retirement plan	18 years of age. Eligible first of the month following 30 days of employment	Employee can contribute 100% of their pay not to exceed IRS Guidelines. Automatic deferral clause of 4%.			
Fleet Car Program	Fleet Car program is to provide vehicles to eligible and authorized drivers to support business activities.	Full-time employees. Must meet specific eligibility guidelines.	Further details provided upon hire			
Tuition Reimbursement	Doctor's Choice Home Care is committed to the development of its employees and desires to support their continuing educational efforts.	Full-time employees, effective after one-year continuous employment.	Up to \$5,250 per calendar year for qualified tuition only expenses.			

Mileage Reimbursement	Mileage reimbursement is paid to all employees. *Certain guidelines apply based on position.	Effective upon hire	.40 cents per mile for business necessity travel
Cellular Reimbursement	Employees may be eligible for cellular reimbursement. *Certain guidelines/qualifications apply based on position.	Effective upon hire	Paid by employer. *Certain guidelines/qualifications apply based on position.
Cellular Service Discount	As an employee of Doctor's Choice Home Care, Inc. all employees are eligible to receive cellular service discount through our partners- Sprint & AT&T	Effective upon hire	100% employee cost.
LifeMart Employee Discounts	As an employee of Doctor's Choice Home Care, Inc. all employees are eligible to receive discounts at several different vendors—entertainment, travel, food, and more!	Effective upon hire	100% employee cost.