



# CMMC Benefits at a Glance

For additional information contact CMMC Human Resources or review the CMMC employee handbook.

## HEALTH INSURANCE

- Eligible 60 days after hire. **Medical Insurance:** \$1500 deductible; **Dental Insurance:** \$50 deductible; **Vision Insurance:** \$10 deductible

## 401K & 401K ROTH

- Eligible after 1 year of employment & 1000 hours of work. CMMC matches 100% of employee's deferral up to 4% (depending on contribution). Contribution limit: \$20,500 per year and additional \$6500 per year if 50 years old and above.

## FLEX PLAN SPENDING ACCOUNT

- Eligible 1st day of the month, 60 days after date of hire. Pre-tax savings plan to reimburse for out-of-pocket medical and dependent care expenses.

## LIFE INSURANCE

- Eligible 1st day of the month, 60 days after date of hire. \$20,000 in term life insurance when enrolled in the health insurance plan. Other group term life insurances available.

## EARNED TIME (HOLIDAY & VACATION) & EXTENDED ILLNESS BANK (SICK LEAVE)

- Accrual begins 1st day of employment. Full-time & part-time employees accrue earned time & sick time. Accrual rates are calculated on hours worked for the pay period. Personal time accruals increase with longevity.

## PAYROLL DEDUCTIONS

- Eligible upon 1st day of employment. Automatic deductions for hospital bills, dietary bills, gift shop purchases, etc.



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## BEREAVEMENT LEAVE

- Eligible upon employment. In the event of a death of immediate family, or spouse's family, employee can receive up to 3 days off for in-state situation and 5 days for out-of-state. Pay is for scheduled shifts that are missed.

## LEAVE OF ABSENCE

- Eligible upon completion of one year employment & 1250 hours worked in that year. Under Federal regulations, CMMC grants 12 weeks of FMLA upon approval. ET & EIB may be used during leave. Leave for Military employment is granted. ET & EIB do not accrue during this time.

## TUITION REIMBURSEMENT

- Eligible after one year of employment. \$2500 in tuition reimbursement available, upon approval, per rolling year. Fee, books, etc are not covered. Minimum of 24 hours a week work required.

## CONTINUING EDUCATION

- Eligible upon employment. CMMC provides a variety of opportunities in job-related topics. Programs sponsored by CMMC available at no direct cost to the employee upon Department Managers approval.

## EMPLOYEE ASSISTANCE PROGRAM

- Eligible upon employment. EAP provides assistance to employees and their immediate families by providing counseling services. 8 visits per calendar year (per family member) are provided.

## SUPPLEMENTAL BENEFITS

- Eligibility varies. Supplemental benefits such as short term disability are available.

## PHARMACY DISCOUNT

- Eligible upon employment. Discounted over the counter medications for employees and their immediate family members at CMMC's in-house Pharmacy.

## FITNESS CENTER

- Eligible upon employment. Employees receive FREE membership to the Fitness Center but must register with the FC Manager. Discounts are offered to family members membership.