

CMMC BENEFITS AT A GLANCE

Please check your employee handbook or contact Human Resources for additional information and the hour requirement for each benefit.

BENEFITS	WHEN YOU ARE ELIGIBLE	WHAT YOU RECEIVE
HEALTH INSURANCE	First day of the month 60 days after date of hire	Health insurance coverage for medical, dental, vision, & life insurance all in one premium. \$1,500 deductible on the medical insurance, \$50 ded. on dental & \$10 on vision plans.
401K	Once you have completed 1,000 hours and 1 year of service	CMMC matches 100% of your deferral up to 4% (depending on your contribution) of your gross wage each pay period. Employees may contribute up to \$18,500 a year; an additional \$6,000 per year for catch up contributions for employees age 50 and above.
FLEX PLAN SPENDING ACCOUNT	First 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	First 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 insurance available.
EARNED TIME (Holiday & Vacation)	Accrual begins day of employment	Full-time and part-time employees accrue earned time every worked pay period. Accrual rate increases depending on tenure.
EXTENDED ILLNESS BANK (Sick Leave)	Accrual begins day of employment	Full-time and part-time employees accrue sick time every worked pay period.
BEREAVEMENT LEAVE	Upon employment	In the event of a death in your immediate family, or your spouse's family, you can receive up to 3 days off for an in-state situation and 5 days for out-of-state; pay is for scheduled shifts missed.
LEAVE OF ABSENCE	Upon completion of one year employment and 1250 hours worked in that year	If approved, up to four months off for maternity, educational or personal reasons without losing current status. ET & EIB may be used during this time. Leave given for Military assignment. ET/EIB does not accrue.
EDUCATION REIMBURSEMENT	Upon completion of one year employment	If approved, you could receive \$2,500 tuition reimbursement per rolling year. Minimum of 24 worked hours per week is required.
CONTINUING EDUCATION	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	Upon employment	EAP provides assistance to employee and their families by providing initial counseling for a certain situation. 5 visits per calendar year are provided.
SUPPLEMENTAL BENEFITS	Varies	Supplemental benefits such as short term disability, long term disability, and life insurance are available.
PHARMACY DISCOUNT	Upon employment	Discounted prescriptions for employee and their immediate family.
FITNESS CENTER DISCOUNT	Upon employment	Employees receive FREE membership to the fitness center but must register with the FC Manager.
PAYROLL DEDUCTIONS	Upon employment	Automatic payroll deductions for hospital bills, dietary bills, etc. and direct deposits for checking/savings.