

employee benefits overview

The EOC offers a comprehensive benefits program with the flexibility to let you choose those benefits that best meet your needs.

Regular, seasonal and limited-term full-time employees working between 30-40 hours per week are eligible for 100% employer-paid benefits. Regular, seasonal and limited-term part-time employees working between 20-29 hours per week are also eligible for 50% employer-paid benefits.

This overview provides an at-a-glance description of the benefits that are available to you as an EOC employee. Many of the benefits are also available to your eligible dependents, including your spouse or domestic partner. You would be responsible for 100% of the monthly premium. These benefits are marked with a diamond (◇) below.

BENEFIT	ELIGIBILITY BEGINS	DEPENDENT
Medical A PPO plan with no annual deductible and \$10 office co-pay for in-network providers. Prescription coverage also included.	First of the month following your date of hire.	◇
Dental A PPO plan that covers, preventive, basic and major services. Orthodontics are also covered and there are no deferred benefits.	First of the month following your date of hire	◇
Vision A vision services plan, which includes coverage for exams, lenses, frames and/or contacts.	First of the month following your date of hire.	◇
Life and AD&D Benefit amount is \$50,000 which also includes an accidental death and dismemberment benefit.	First of the month following your date of hire.	
Long Term Disability (LTD) Provides 66 2/3% of your predisability income if you remain disabled for more than 180 days. Only regular, full-time employees are eligible for this benefit.	First of the month following your date of hire.	
Vacation/Sick Time You accrue paid time off based on your number of hours worked and length of employment.	Vacation starts accruing from date of hire; sick time after 3 months of employment.	
Observed Holidays Eligible employees receive paid time off for 12 observed holidays per year.	Immediately following your date of hire	
403(b) Plan A retirement savings plan that allows you to defer up to 100% of your salary into a variety of investment options before taxes. EOC makes a matching contribution.	After six months of employment.	
Section 125 Cafeteria Plan A benefit that allows you to set aside a predetermined amount through pre-tax payroll deductions for eligible out-of-pocket health care and dependent care expenses.	First of the month following your date of hire and at open enrollment.	
Employee Assistance Program (EAP) Provides confidential consultations, information and referrals for you and your eligible family members experiencing personal difficulties or concerns. It includes three face-to-face counseling sessions.	Immediately following your date of hire.	◇

Benefits described in this overview will be provided based on the actual plan and eligibility provisions maintained by EOC. Complete benefit details are available to all employees for review from the Human Resources Department.