

Elizabeth Layton Center, Inc. Employee Benefits

Effective January 1, 2007, employees will accrue paid time off (PTO) days at the following rates:

0-4 years	17 days (136 hours annual)
5-9 years	20 days (160 hours annual)
10+ years	25 days (200 hours annual)

The following is your cost to participate in the Employee Healthcare Plan provided by Aetna. There are two options; you must indicate your preference on the Aetna enrollment form.

Open Access HMO Base Plan

Tier	Payroll Ded
Employee (EE)	\$75
Employee + Child(ren)	\$150
Employee + Spouse	\$165
EE+Family	\$250
Benefit Snapshot	
Primary Care Copay	\$35
Specialist Copay	\$35
Outpatient Services	20%
In-Patient Hospitalization	20%
Emergency Room	\$75
Prescriptions	\$15/\$35/\$60
Out of Pocket Maximum	\$2,000/\$4,000
Out of Network	
Coinsurance	N/A
Deductible	N/A
Out of Pocket Maximum	N/A

Choice POS Medical Plan

Tier	Payroll Ded
Employee (EE)	\$100
Employee + Child(ren)	\$175
Employee + Spouse	\$190
EE+Family	\$275
Benefit Snapshot	
Primary Care Copay	\$25
Specialist Copay	\$25
Outpatient Services	10%
In-Patient Hospitalization	10%
Emergency Room	\$75
Prescriptions	\$10/\$30/\$50
Out of Pocket Maximum	\$2,000/\$4,000
Out of Network	
Coinsurance	70% 30%
Deductible	\$500/\$1,000
Out of Pocket Maximum	\$4,000/\$8,000

- Dental Insurance premium

Employee Only	\$0	Employee/Spouse	\$34.43
Employee/Child	\$20.68	Employee/Family	\$54.02

In addition, the Clinic provides the following benefits at no cost to you:

- \$15,000 Life Insurance/AD&D \$15,000
- Long-term Disability Insurance premium
- Short-term Disability Insurance premium up to 60% of gross wage
- CEU funds will be given annually to eligible employees

Optional employee benefits:

- Flexible Spending Account (Medical and Dependent Care)
- 403b Mutual Fund Retirement--After one full year of employment, the Clinic will match up to 4% of Salary. Open enrollment occurs twice a year (at the time of hire & December 31). **Contact Robbin Kerth, Peoples Bank (785/242-2900) for more information.**
- Voluntary Life Insurance
- Short-Term Disability, Personal Accident Expense Plan/Personal Cancer Protector Plan
- Pre-Paid Legal Services

For questions regarding benefits, contact Human Resources at 242-2183