

AHFC Benefit Summary

This is a summary of the health benefits, retirement and other employee benefits available at the AHFC. For a complete description of these any other benefits available, including any limitations and exclusions, please refer to your program information booklets.

EMPLOYER PROVIDED BENEFITS

Health

Group Health coverage includes medical, dental, vision, audio and a prescription plan. Coverage is available to employees and eligible dependents. Health coverage begins on the 31st day after your employment.

Employer Paid Life Insurance

AHFC provides a one times salary plus \$10,000 in employer paid life insurance with a maximum of \$150,000.

Public Employees Retirement System (PERS)

Participation is mandatory for all regular full-time employees and regular part-time employees. The employee and employer contribute to the retirement fund on a scheduled pay period basis.

Employee Assistance Program (EAP)

The Employee Assistance Program (EAP) is for all eligible employees who work at least 20 hours or more a week and who have health insurance coverage through the AHFC. AHFC EAP is a confidential, free counseling service for eligible employees, their qualified dependents and persons living in their household. Covered individuals can receive up to eight free visits per year. EAP also provides legal and financial services for resources and referrals.

Annual Leave

Accrual of 2 – 3 days per month based on years of PERS Service. Accrual rolls over from year to year.

Holidays

11 paid holidays plus one floating holiday.

VOLUNTARY EMPLOYEE BENEFITS

AHFC Deferred Compensation 457(b)

AHFC offers a governmental 457(b) plan to regular employees and regular part time employees. You may rollover other qualified plans and there is no open enrollment period. This is pre-tax plan with options for loans depending on balance.

Supplemental Life Insurance

Life insurance is available for employees and dependents in increments of \$10,000 up to a maximum of \$300,000.

Short Term and Long Term Disability Insurance

Short term disability insurance provides coverage for non-occupational accidents, injuries, and illnesses on the 29th day after a certified disability up to 6 months.

Long term disability insurance provides coverage after 180 days of disability.

Flexible Spending Accounts

A flexible spending account is a benefit plan that allows you to defer pre-tax money into an account for the purpose of paying qualified out-of-pocket expenses for medical and qualified dependent care.

Cafeteria Plan

An option to purchase additional coverage for you and your family, such as Cancer Policy, Accident Policy, Heart/Stroke Policy, Hospitalization Policy, Life Insurance Policy, etc.

Health Club Reimbursement Plan

AHFC is offering the opportunity to be a stronger and healthier workforce. This is not only for our employees, but also for their families. We are hoping this will provide our employees an incentive, at a reasonable cost, to use fitness clubs. Additionally, it could be a good way for employees to spend time (outside of work hours) with their families, get physically fit and help to reduce injuries, both on and off the job.