



# SANDHILLS CENTER

Managing Mental Health, Intellectual/Developmental Disabilities and Substance Abuse Services  
910-673-9111 (FAX) 910-673-6202 www.sandhillscenter.org Victoria Whitt, CEO

## STAFF BENEFITS

### Retirement

Sandhills Center is a member of LGERS. Each employee contributes 6% of their base salary to LGERS and SHC contributes the state mandated rate to this retirement fund. Sandhills center matches up to 3% of base salary into a 401k retirement fund. Employees may contribute to their retirement account but it is not mandatory.

### Annual Leave

Annual Leave accrues monthly based on length of service with Sandhills Center.

<b>Annual Leave Amount Earned</b>		
<u>Years of Service</u> <u>With Sandhills</u>	<u>Hours Granted</u> <u>Each Month</u>	<u>Days Granted</u> <u>Each Year</u>
Less than 2	8 hrs.	12
2 but less than 5	10 hrs.	15
5 but less than 10	12 hrs.	18
10 but less than 15	14 hrs.	21
15 but less than 20	16 hrs.	24
20 years or more	18 hrs.	27

### Sick Leave

Sick Leave is earned at the rate of one day per month of service. Sick leave is cumulative indefinitely.

### Holidays

The State holiday schedule is observed and copies are issued annually to Sandhills Center staff. Employees are also granted their birthday as a paid holiday.

**Group Dental Insurance** –The Group Dental Insurance Plan is self-funded by Sandhills Center. Your certificate of coverage includes a schedule of benefits for dental services and rates at which they are paid. The maximum benefit for each person covered per year is \$1,500.00. Coverage is available for your spouse and dependent children. Dependent children are covered up to the age of 26. Dependent coverage also includes Orthodontic services for dependents under 19 years of age. The maximum lifetime benefit is \$500.00. ***Dental plan contains a “one year waiting period”. Cost are pre-taxed.***

- Employee only -0-
- Employee + Spouse \$25.41
- Employee + Child (ren) \$21.94
- Family \$33.26

P.O. Box 9, West End, NC 27376  
24-Hour Access to Care Line: 1-800-256-2452  
TTY: 1-866-518-6778 or 711

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Moore, Randolph & Richmond counties



### **Disability Income Insurance**

Disability Income Insurance is available on a Payroll deduction basis. If you are out of work due to sickness or an accident, you receive 60% of your weekly salary (not to exceed \$500.00 per week). Benefits begin on the 15th day that you are out of work for short term and extends for a maximum of 104 weeks if you elect long term. Maternity benefits are also included in this coverage. This plan is employee funded. There is a pre-existing exclusion for anything 3 months prior to effective date of coverage.

### **Group Life Insurance** – Cost of Dependent Coverage - \$0.88 per month

Your benefit package includes Group Term Life Insurance. The schedule is two times annual salary with \$50,000.00 maximum. Coverage is available for your spouse and dependent children. Dependent children are covered up to the age of 26. \$2,000.00 – Spouse; \$1,000.00 – Each Dependent Child.

Voluntary term life is also offered to our employees to purchase for themselves as well as their dependents.

### **Comprehensive Major Medical Plan** – -Cost of coverage for EE is \$49.26. Cost of Coverage-EE and Spouse

\$256.01. EE and Children \$210.06. Family \$305.00 per month, pre-taxed. The Group Major Medical Health Insurance Plan is self-funded by Sandhills Center. The plan contains a PPO Provision known as MedCost Preferred (Hospital and Doctor Provider Network). **80% Copayment rate after deductible has been met if service provided by a network provider. 60% Copayment rate after deductible has been met if service provided by a non-network provider.**

No life time limit Major Medical	\$200.00 Supplemental Accident Benefit
\$750.00 Deductible per Individual	\$1500.00 Deductible per Family
\$3500.00 Individual Out-of-pocket maximum	Yearly physical allowance at 100% no deductible
\$7000.00 Family Out-of-pocket maximum	

Plan also contains A Tele-med option at no cost to plan participants through First Stop Health.

*\$250.00 Additional deductible if admitted to a hospital not part of the network. \$150.00 Deductible for non-emergency visits to the emergency room.*

The plan includes cost containment features such as pre-hospitalization certification and a maternity case management program.

Prescription cards are a part of the plan.

Separate Rx deductible of \$100 employee / \$300 family for brand name medications only

Co-pay is \$10(generic)/\$25(preferred)/\$50(high-end preferred)/\$100(specialty).

Coverage is available for spouse and dependent children. Prescription coverage is through Optum Rx.

**VISION**-Voluntary vision is offered through Superior Vision. Costs are EE-\$6.18, EE and Spouse \$ 12.35, EE and Child \$14.12 and EE and Family \$21.78. .

### **FLEXIBLE SPENDING ACCOUNT**

Sandhills Center offers a flexible spending account to pay reimbursed medical expense and dependent care with pre-tax money. This is a voluntary payroll deduction. Employees must enroll annually. The maximum will be \$2700/person for medical and \$5,000 for dependent care/family.

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Newly hired staff are eligible to enroll in Sandhills Center Benefits the first day following their first full month of employment.

All medical and dental claims must be submitted within 180 days. If submitted after 180 days, claims will be denied due to late filing.

OPEN ENROLLMENT IS IN THE FALL OF EACH YEAR! THE ONLY OTHER TIME CHANGES TO ELECTIONS CAN BE MADE IS WHEN A QUALIFYING EVENT OCCURS. NECESSARY CHANGES MUST BE MADE WITHIN 30 DAYS OF THE QUALIFYING EVENT.

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