



## COMPREHENSIVE HEALTHCARE 2026 EMPLOYEE BENEFIT SUMMARY

Benefit:	Description of Benefit:	Eligibility:	Paid By:
<b>Vacation</b>	Years of Service = Accrual Rate First 2 = 8.33 hrs/mo (12.5 days/yr) After 2 = 10 hrs/mo (15 days/yr) After 5 = 12 hrs/mo (18 days/yr) After 9 = 14 hrs/mo (21days/yr) After 12 = 14.67 hrs/mo (22 days/yr)	First day of employment – Use of accrued leave begins after completion of introductory period	Comprehensive Healthcare
<b>Sick Leave</b>	Accrual begins 1 <sup>st</sup> day of employment: ~ 8 hours for each full month worked ~ Prorated basis ~ 1 hour for every 40 hours worked	Full-Time Staff Part-Time Staff Intermittent Staff	Comprehensive Healthcare
<b>Paid Holidays</b>	New Year's Day, Martin Luther King Jr Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Thanksgiving Friday, Christmas Eve, Christmas Day  Plus 1 floating holiday	First day of employment   After completion of introductory period	Comprehensive Healthcare
<b>Healthcare Coverage</b>	Medical, dental, vision and prescription coverage for employee	First day of month following 30 days of employment	Comprehensive Healthcare & Employee
<b>Dependent Health Coverage</b>	Medical, dental, vision and prescription coverage for eligible employee dependents	First day of month following 30 days of employment	Comprehensive Healthcare & Employee

2026 Monthly Employee Premium		2026 Monthly Premium for Dependents				
Full Time Employee	Part Time Employee 30-39hrs/week	Spouse	One Child	Children	Spouse & Child	Spouse & Children
\$45	\$145	\$295	\$185	\$300	\$435	\$535

<b>Premium Only Plan – Tax Sheltered</b>	Allows option of paying for healthcare premiums with pre-tax compensation	First day of month following 30 days of employment	Comprehensive Healthcare & Employee
<b>Flexible Spending Account Medical &amp; Dependent Care</b>	Allows option of paying for medical and dependent care expenses with pre- tax compensation	First day of month following 30 days of employment	Employee
<b>Employee Assistance Program</b>	Up to six sessions annually for professional assistance for personal and/or emotional problems; immediate eligibility; dependent family members also eligible	First day of month following 30 days of employment	Comprehensive Healthcare

<b>Benefit:</b>	<b>Description of Benefit:</b>	<b>Eligibility:</b>	<b>Paid By:</b>
<b>Flu Vaccine</b>	Flu vaccines are offered each fall	All employees and immediate family members who are age 18 and older	Comprehensive Healthcare
<b>Life Insurance</b>	One times base annual earnings up to \$110,000	First of the month following 12 months of employment	Comprehensive Healthcare
<b>Long-Term Disability</b>	Up to 60% of salary paid up to age 65 after 90-day qualifying period	First of the month following 12 months of employment	Comprehensive Healthcare
<b>Supplemental Life Insurance</b>	Up to five times annual earnings for employee; up to \$100,000 without proof of insurability if enrolled within the first 30 days of employment; spouse and child coverage available	First day of employment	Employee
<b>Retirement – Money Purchase Plan</b>	Amount equal to 5% of salary contributed within IRS guidelines; graded vesting schedule	Contributions begin first of the quarter following six months of employment; all employees are eligible	Comprehensive Healthcare
<b>Tax Sheltered Salary Reduction Plan – 403(b)</b>	Voluntary pre-tax (traditional) and post-tax (Roth) long-term savings through payroll deduction; 50% match to contribution up to 4% of compensation (if you contribute 4%, the organization will contribute 2%)	First day of employment enrollment; match begins first of the quarter following six months of employment; all employees are eligible	Comprehensive Healthcare & Employee
<b>Legal Services</b>	Phone consultation and legal advice, completion of a simple-will, document review and additional legal services and referrals	First of the month following the first day of employment	Employee
<b>Tuition Reimbursement</b>	Reimbursement of 50% of tuition costs for agreed upon degree; forgiveness period begins the first of the following month after degree completion	After completion of introductory period	Comprehensive Healthcare
<b>Student Loan Assistance</b>	Payments towards qualifying student loans; no payback or forgiveness period applies	First of the month following first day of employment	Comprehensive Healthcare
<b>Compassion Leave</b>	Up to three days off to attend the funeral (or similar memorial) of an immediate family member	First day of employment	Comprehensive Healthcare
<b>Jury Duty</b>	Compensation equal to the difference between jury duty pay and regular compensation	First day of employment; proof of summons required	Comprehensive Healthcare

The benefits reflected above are available for full-time, benefited employees. Part-time, benefited employees receive benefits on a prorated basis. Intermittent or reduced schedule non-benefited employees are eligible for some, but not all benefits reflected above. Please contact Human Resources ([Benefits@compnc.org](mailto:Benefits@compnc.org)) for clarification.