

Mendocino Coast Hospitality Center

Employee Benefits

Benefits for fulltime (32 Hours/week +) employees - 2021

Medical/Dental/Vision

MCHC pays \$450/month per employee for a choice of medical, dental and vision coverage. The balance is paid by the employee.

Anthem Blue cross

Employees may choose from a variety of medical plans with deductibles that meet their needs and budget.

Employees are eligible to begin coverage on the 1st of the month after their 30-day anniversary.

HumanaDental

With this plan, members receive the same level of coinsurance with all dentists. However, when members choose dentists in the HumanaDental PPO network, they can benefit from our negotiated rates for services received from in-network dentists. Deductible: \$50 for individual and \$150 for family - annual maximum: \$9999999 – Preventative services: 100% coinsurance – Basic services: 80% coinsurance – Major services: 50% coinsurance.

Vision Service Plan (VSP)

WellVision Exam - Frequency: 12 months – Copay: \$10.

Contact Lens Exam – Frequency: 12-months – Copay: \$60.

Retinal Screening – Frequency: As needed – Copay: \$39.

Prescription Lenses – Frequency: 12-months – Copay: \$25 + discounts on upgrades.

Life - AD&D Insurance

The Life and Accidental Death & Dismemberment benefits are offered through Humana. The plan features benefits of \$50,000 for each employee for life, 50% of the life benefit for Accelerated Death Benefit, 50% of the life benefit for Dismemberment. MCHC pays 100% of the cost of this plan.

AIRMEDCARE

AirMedCare Network is an alliance of air ambulance providers. An AirMedCare membership means that you will have no out-of-pocket flight expenses if flown by a network affiliate by providing prepaid protection against air ambulance costs not covered by a member's insurance or other benefits. MCHC pays 100% of the basic household annual membership. Plan enhancements like Fly-You-Home are paid by the employee.

Aflac

MCHC offers a complete suite of supplementary benefits provided by Aflac. These plans are payable 100% by the employee.

Simple IRA

MCHC offers employees a Simple IRA retirement plan. Employees are eligible to participate after their 1-year anniversary of employment. MCHC will match employee contributions up to 3% of the employee's annual salary.

Holidays

MCHC observes 11 paid holidays per year. Full time employees are paid a full day pay where the holiday falls on a day where they were scheduled to work. Part time employees are paid their scheduled hours where the holiday falls on a day where they were scheduled to work.

Vacation

Employees start accruing vacation time in the pay period corresponding to their 6-month anniversary of employment. Accruals are based on worked hours up to 2,080/year. Full time exempt staff accrue vacation hours at a flat rate per pay period. Non-Exempt staff accrue vacation hours per hour worked and do not accrue vacation hours for sick leave, vacation, or unpaid leave. Employees working less than 40 hours/week but at least 32 hours/week will earn at a prorated accrual rate. Employees may accrue up to a cap of 1.5 times their annual use limit. Unused hours from the employee's annual vacation use limit will be paid to the employee each January for the previous year. Unused vacation is payable to the employee at separation.

Sick Time

All MCHC employees accrue 1 hour of sick time per 30 hours worked. Full time employees may accrue up to 48 hours of sick time and use 48 hours per year. Part time (less than 32 hours/week) may accrue up to 24 hours and use 24 hours per year.