

# Employee Benefits

Whatever you do,  
work at it with  
all your **HEART**  
as working for  
**THE LORD,**  
not for human masters.

Colossians 3:23



VESTAVIA HILLS  
UNITED METHODIST CHURCH

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# Vestavia Hills United Methodist Church

# Employee Benefits Summary

**Updated: December 2016**

See our Human Resource Administrator for details about each item. VHUMC reserves the right to modify its benefits program at any time. Employees working 30+ hours per week are considered full-time.

Benefit	Provider	Eligibility	Coverage	Cost of Coverage	Cost to Employee
<b>Health Insurance</b>	Blue Cross Blue Shield of Alabama	All full-time employees. Coverage begins the first of the month following 60 days of employment. Part-time employees may be eligible according to the Affordable Care requirements.	Employee has the option between two Blue Cross Plans - Blue Cross Gold and Blue Cross Silver.	VHUMC pays 80% of the cost of employee only coverage or 70% of the cost all other levels of coverage	20% of the cost of employee only coverage or 30% of the cost or all other levels of coverage
<b>Dental Insurance</b>	Blue Cross Blue Shield of Alabama	All full-time employees. Coverage begins the first of the month following 60 days of employment.	Small Group Dental Coverage	VHUMC pays 80% of the cost of employee only coverage or 70% of the cost all other levels of coverage	20% of the cost of employee only coverage or 30% of the cost or all other levels of coverage
<b>Life Insurance</b>	Met Life	All full-time employees. Coverage begins the first of the month following 60 days of employment.	Amount equal to twice the employee's Basic Annual Earnings up to a maximum of \$100,000.	VHUMC pays 100% of cost	\$0
<b>Accidental Death &amp; Dismemberment Insurance</b>	Met Life	All full-time employees. Coverage begins the first of the month following 60 days of employment.	An amount equal to employee's Basic Life Insurance if death by accident. Dismemberment amounts vary.	VHUMC pays 100% of cost	\$0
<b>Short Term Disability Insurance</b>	Met Life	All full-time employees. Coverage begins the first of the month following 60 days of employment.	60% of employee's predisability earnings subject to the plan's maximum weekly benefit of \$1,000. Benefits begin after the end of the 14 day elimination period.	VHUMC pays 100% of cost	\$0
<b>Long Term Disability Insurance</b>	Met Life	All full-time employees. Coverage begins the first of the month following 60 days of employment.	Replaces up to 60% of employee's predisability monthly earnings, less income employee may receive from other sources.	VHUMC pays 100% of cost	\$0
<b>Optional Insurance</b>	Met Life / Aflac	All employees are eligible.	Depends upon coverage employee elects.	Employee pays 100%	Dependent upon type of coverage employees elects.
<b>Retirement</b>	Wespath	Employees are eligible to begin participation upon employment. VHUMC will match up to 4% beginning the first of the month following 60 days of employment.		Employees under 50 years old may contribute elective deferrals up to \$18,000 per year. Employees that are 50 years old or older may defer an additional \$6,000.	Dependent upon the amount employee decides to contribute
<b>Vestavia Day School Discount</b>	VHUMC	Employees averaging 20+ hours per week.	Employees working 30+ hours receive a 50% discount off daycare tuition; Employees working 20 - 29 hours receive a 30% discount on tuition.		

Benefit	Provider	Eligibility	Coverage
<b>Paid Time Off</b>	VHUMC	Full time employees	Anniversary date accruals per two-week pay period Year 1 - 0.46 days per period Years 2 to 4 - 0.62 days Years 5 to 9 - 0.81 days Years 10+ - 1 day
<b>Paid Holidays</b>	VHUMC	Full time employees	New Years Day, Martin Luther King's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving, Friday After Thanksgiving, Christmas Day, Day After Christmas

Most Employees

Benefit	Provider	Eligibility	Coverage
<b>Paid Time Off</b>	VHUMC	Full time employees	Two Weeks at Christmas – if hired before 8/15 Spring Break Week - if hired before 1/1 Anniversary date accruals per two-week pay period Years 1 to 4 – 0.23 days per period Years 5 to 9 – 0.35 days Years 10+ - 0.46 days
<b>Paid Holidays</b>	VHUMC	Full time employees	Martin Luther King's Birthday , Good Friday, Memorial Day, Independence Day, Labor Day, Wednesday-Friday at Thanksgiving

Day School Employees