

2020 Benefit Information

UCA

UROLOGY CENTERS OF ALABAMA

Insurance

BCBS Health Insurance & Alliance Secondary	
Single	\$66.82
Two Person	\$319.24
Family	\$523.31

BCBS Dental	
Single	\$3.22
Family	\$23.65

VSP Vision	
Single	\$4.10
Two Person	\$7.64
Family	\$10.64

**Rates are per pay period*

ETO & Emergency Leave

Full-Time ETO Accrual Rate		
Years	Hours Per Pay Period	Total Days Per Year
0-4	5.00	15
5-9	6.67	20
10+	8.37	25

Part-Time .8 FTE (32 Hours) ETO Accrual Rate		
Years	Hours Per Pay Period	Total Days Per Year
0-4	4.0	12
5-9	5.34	16
10+	6.70	20

Emergency Leave Accrual
Employees accrue 1.67 hour per pay period (40 hours per year). Emergency Leave caps at 160 hours.

Paid Holidays

Memorial Day

July 4th

Labor Day

Thanksgiving Day and the day after Thanksgiving

Christmas Eve & Christmas Day

New Year's Day

2 personal holidays per year

Other Benefits

- Company paid Short-Term and Long-Term Disability
- Company paid life insurance of \$25,000 per employee
- 401k with company match / Profit Sharing
- Cash Balance Plan
- Aflac Group Policies including: Critical Illness with Cancer, Hospital Indemnity, and Accident
- Boston Mutual Life Insurance – Term and Whole Life
- Flex Spending Account
- Dependent Care
- Annual Uniform Allowance of \$150