

# 2021 Benefit Information

# UCA

UROLOGY CENTERS OF ALABAMA

## Insurance

<b>BCBS Health Insurance &amp; Alliance Secondary</b>	
Single	\$66.82
Two Person	\$319.24
Family	\$523.31

<b>The Standard - Dental</b>	
Single	\$3.12
Family	\$25.20

<b>VSP Vision</b>	
Single	\$4.10
Two Person	\$7.64
Family	\$10.64

*\*Rates are per pay period*

## ETO & Emergency Leave

Length of Service	Full Time 1.0 FTE ETO Hours Accrued Per Pay Period	Part Time 0.8 FTE ETO Hours Accrued Per Pay Period	Max Annual ETO Hours Accrued	Max ETO Hours That Can Be Held for Use
0-2	5	4	120	180
2-6	6.67	5.336	160	220
6-12	7.5	6	180	260
12+	8.37	6.696	200	300

### **Emergency Leave Accrual**

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

## 2021 Paid Holidays

New Year's Day  
Memorial Day  
Independence Day  
Labor Day  
Thanksgiving Day and the day after Thanksgiving  
Christmas Eve  
New Year's Eve  
3 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 Life
- Flex Spending Account
- Dependent Care
- Annual Uniform Allowance of \$150
- ImmediatePay –Payroll Advance Perk