COMMUNITY HEALTH OF SOUTH FLORIDA, INC.
10300 S.W. 216 Street, Miami, Florida 33190

Fringe Benefits Package	
Leave and Holidays	**Eligibility**
• **Personal Time Off Leave** Hourly Emp. - Hire date to 5 years – 4.61 hrs. bi-wkly = 15 days 6 years plus – 6.15 hrs. Bi-wkly = 20 days maximum. Salary Emp. – Hire date to 5 years – 6.15 hrs. bi-wkly = 20 days 6 years plus – 7.69 bi-wkly = 25 days Performance Pay Employee – 6.47 hrs bi-weekly	Regular full-time, Performance Related Pay, after completing thirteen pay periods of continuous employment. Regular full-time, probationary. PRP Employee Regular full-time, after completing thirteen pay periods of continuous employment.
• **Holidays** (Eleven) 11 per year	Regular full-time, after completing thirteen pay periods of continuous employment.

• **Emergency Personal Time Off Leave**
   Critical illness in the immediate family
   (24 hours)
	Regular full-time, Performance Related Pay, effective on 1st day of the month after completing 90 days of continuous employment

• **Death in Immediate Family** Funeral Leave (24 hours)	Regular full-time after completing short term disability.
• **Disability Leave** <u>Short term</u>-one-half gross salary up to a maximum of $400 per week, (14 day grace period) <u>Long Term</u> – (60%) of salary but not More than $5,000 per month. Monthly premium paid by CHI.	Regular full-time, Performance Related Pay, after completing 90 days of continuous employment. Regular full-time, Performance Related Pay eligible after ninety (90) days
• **Group Life Insurance** One times your yearly salary. Monthly premium paid by CHI.	
• **Group Health Insurance** HMO – Single coverage paid by CHI.	
• **Retirement** CHI contribution equivalent 4% of employees gross annual	Regular full-time employees, and PRP employees after completing twelve (12) months of continuous service. Vested after five (5) years of continuous service.

• **Educational Leave**
   Maximum of thirty two (32) hours,
   Per calendar year, non-accumulative.
	Regular full-time, after thirteen (13) pay periods.

• **Dental Plan** Discount rate, at employee cost	Regular full time, probationary, Performance Related Pay, after completing 90 days of continuous employment. Effective on the 1st day of the following month.
• **Longevity Bonus** After fifteen (15) years of service $350	Regular full-time
• **Tax Shelter Annuity** Before tax saving	All employees except temporary
• **Jury Duty** Full pay while serving	Must complete at least thirty (30) hours per week, all other categories without pay.
• **Military Leave** Full pay while serving, if not paid from Military. Seventeen days per year	Regular Full Time Employees. All other category without pay.
• **Cafeteria Plan** Medical Reimbursement, Dependent Care Plan, pre-tax after tax service.	All employees, except temporary At employee cost.
• **Credit Union** Full service banking	All employees

• **Employee Activities**
     Awards Banquet
     Employee of the Year
     Family Picnic
     Christmas Party
	All Employees

• **Verification of Employment Forms** (completed without cost to Employee) (Housing, Insurances, Public Assistance, etc.	All Employees
• **Direct Deposit Banking Services**	
• **Fringe Benefits, Performance Pay Employee**	Workers Compensation, FICA & Security Taxes & Unemployment Compensation, PTO, 11 legal holidays annually, Health, Retirement, Dental, Life, AD&D, Short & Long Term Disability