

Highlights of Employee Benefits

Meridian values the health and financial security of every employee. This guide provides an overview of the comprehensive benefit package offered to all full-time employees. For more information, contact Meridian's Human Resources Department.

MEDICAL & PRESCRIPTION DRUG PLANS

A choice of plans through United Healthcare lets you select the coverage that best meets your needs and those of your family: High Deductible Health Plan, Traditional PPO and Flex plan. The three plans feature preventative treatments and cost-containment options.

DENTAL & VISION INSURANCE

Meridian provides two dental plans and a vision program to employees and their dependents. Preventative maintenance is also offered through both dental plans. The vision plan includes partial coverage for eye exams, eyeglass lenses and frames, or contact lenses.

403(b) RETIREMENT PLAN

Employees may elect to direct part of their pay to investments intended to build a personal retirement fund. Both pre-tax and post-tax (Roth) mutual fund options are available. Meridian matches 100% of the employee's contribution up to 7% of the employee's annual pay. The match starts after the first year of employment and increases with tenure.

LIFE INSURANCE AND AD&D

Full-time employees are covered at no cost to them by a term life insurance policy in an amount equal to their annual salary, and by accidental death and dismemberment insurance. Employees are enrolled automatically in this program when they initially become eligible for benefits.

HEALTH SAVINGS ACCOUNT

An HSA is available to employees who choose the High Deductible Health Plan. Meridian contributes to this fund every payroll when the requirements of the wellness program are met, and the funds are placed in an account that is the employee's to keep.

PAID TIME OFF

All full-time employees are provided PTO for vacation, sick leave and holidays. Employees earn PTO according to the following schedule:

	Salaried staff	Hourly staff
Less than 1 year of service	29.50 days	25 days
1 to 3 years of service	32.75 days	29.50 days
3 to 5 years of service	36 days	32.75 days
5 years or more of service	39.25 days	36 days

LONG TERM DISABILITY

Meridian provides employees with long-term disability income benefits, and pays the full cost of this coverage. In the event you become disabled from a non-work-related injury or sickness, long term disability benefits are provided as a source of income.

EMPLOYEE ASSISTANCE PROGRAM

Offered to help employees deal with personal problems that might adversely impact their job performance, health and well-being. The EAP includes short-term counseling and referral services for employees and their household members. This service is at no cost to the employee or their family members and is completely confidential.

EMPLOYEE WELLNESS PROGRAM

All staff enjoys the benefit of participating in a program that rewards them with a medical premium discount and gift cards for staying active and living a healthy lifestyle.

OPTIONAL COVERAGE

Optional benefits can be obtained by all full-time employees. Additional coverage includes short term disability, personal accident, cancer, critical illness, specified health and hospital protection insurance plans, as well as supplemental life insurance and AD&D for them, their spouse and/or their children.

TUITION REIMBURSEMENT

Tuition reimbursement up to \$3,000 per year may be granted for academic courses leading to improved knowledge and skills related to the employee's job duties and training plan.

BEREAVEMENT LEAVE

An employee may take up to three days of paid administrative leave as needed in the event of a death in the immediate family, as defined in the policy.

FITNESS CENTER MEMBERSHIP

Meridian employees and their families may join the Gainesville Health & Fitness gym and pay the membership fees by convenient payroll deductions. Sign up bonus include a month free, gift card and free training classes.

ADDITIONAL BENEFITS

Public Service Loan Forgiveness. National Health Service Corps (select sites). Professional liability insurance. Employee Referral Program. Free Clinical Supervision for Licensure. Reimbursement for substance disorder program certification. Registration for select mental health/substance abuse conferences for CEUs. 22% discount on voice and data plans with Verizon. Independent investment advice and retirement planning assistance. Travel and entertainment discount program. Pet insurance. Pre-paid legal plan. ID monitoring and protection plan. Discount on roadside assistance service plan. Corporate learning program. Employee Engagement Activities.

Back panel suggestion

MERIDIAN'S MISSION

To promote the health, recovery, and well-being of those affected by mental illnesses and substance use disorders through prevention, coordinated treatment, and supportive services.

OUR VISION

Hope, Recovery, and Wellness are within everyone's reach.

OUR VALUES

Collaboration, Efficiency & Effectiveness, Initiative, Innovation & Growth, Integrity, Accountability

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