

BENEFITS AT A GLANCE 2026



FOR PHYSICAL & EMOTIONAL WELLBEING

BENEFIT	WHAT DO YOU PAY?	WHO IS ELIGIBLE?	WHEN ARE YOU ELIGIBLE?
Medical: CIGNA Local Plus PPO (In-Network Only) CIGNA OAP PPO 500 (In-Network Only) CIGNA OAP PPO H.S.A. 4400/100% www.cigna.com	Please see the tables below to review the applicable bi-weekly employee contributions for the available plans.	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week) Regular Part-Time (30 hours/week medical only under ACA)	Eligibility begins after 30 days from the date of hire or status change. Coverage begins on the first day of the month following the completion of 30 days after hire or a status change 32 hours per week or more.

CIGNA Local Plus PPO (In-Network Only)		
Coverage Level	Salary Band	Bi-weekly Employee Premium
EE Only	\$0.00 - \$50,000.00	\$15.00
EE + Spouse	\$0.00 - \$50,000.00	\$241.91
EE + Children	\$0.00 - \$50,000.00	\$178.80
Employee + Family	\$0.00 - \$50,000.00	\$305.02
EE Only	\$50,000.01 - \$100,000.00	\$20.00
EE + Spouse	\$50,000.01 - \$100,000.00	\$263.90
EE + Children	\$50,000.01 - \$100,000.00	\$195.06
Employee + Family	\$50,000.01 - \$100,000.00	\$332.74
EE Only	\$100,000.01+	\$30.00
EE + Spouse	\$100,000.01+	\$285.89
EE + Children	\$100,000.01+	\$211.31
Employee + Family	\$100,000.01+	\$360.47

CIGNA OAP PPO 500 (In-Network Only)		
Coverage Level	Salary Band	Bi-weekly Employee Premium
EE Only	\$0.00 - \$50,000.00	\$60.00
EE + Spouse	\$0.00 - \$50,000.00	\$431.18
EE + Children	\$0.00 - \$50,000.00	\$318.71
Employee + Family	\$0.00 - \$50,000.00	\$543.66
EE Only	\$50,000.01 - \$100,000.00	\$70.00
EE + Spouse	\$50,000.01 - \$100,000.00	\$453.18
EE + Children	\$50,000.01 - \$100,000.00	\$334.96
Employee + Family	\$50,000.01 - \$100,000.00	\$571.39
EE Only	\$100,000.01+	\$80.00
EE + Spouse	\$100,000.01+	\$475.17
EE + Children	\$100,000.01+	\$351.22
Employee + Family	\$100,000.01+	\$599.12

CIGNA OAP PPO H.S.A 4400/100%		
Coverage Level	Salary Band	Bi-weekly Employee Premium
EE Only	\$0.00 - \$50,000.00	\$35.00
EE + Spouse	\$0.00 - \$50,000.00	\$273.17
EE + Children	\$0.00 - \$50,000.00	\$201.91
Employee + Family	\$0.00 - \$50,000.00	\$344.44
EE Only	\$50,000.01 - \$100,000.00	\$45.00
EE + Spouse	\$50,000.01 - \$100,000.00	\$295.17
EE + Children	\$50,000.01 - \$100,000.00	\$218.17
Employee + Family	\$50,000.01 - \$100,000.00	\$372.17
EE Only	\$100,000.01+	\$55.00
EE + Spouse	\$100,000.01+	\$317.16
EE + Children	\$100,000.01+	\$234.42
Employee + Family	\$100,000.01+	\$399.90

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FOR PHYSICAL & EMOTIONAL WELLBEING

BENEFIT	WHAT DO YOU PAY?	WHO IS ELIGIBLE?	WHEN ARE YOU ELIGIBLE?
Dental: CIGNA HMO www.cigna.com	Employee only: \$0.00 Employee + 1 Dep: \$6.03 Employee + 2or more Dep: \$11.43 (amounts are deducted bi-weekly)	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Eligibility begins after 30 days from the date of hire or status change. Coverage begins on the first day of the month following the completion of 30 days after hire or a status change 32 hours per week or more.
Dental: CIGNA PPO Low www.cigna.com	Employee only: \$6.34 Employee + 1 Dep: \$18.48 Employee + 2 or more Dep: \$40.16 (amounts are deducted bi-weekly)	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Eligibility begins after 30 days from the date of hire or status change. Coverage begins on the first day of the month following the completion of 30 days after hire or a status change 32 hours per week or more.
Dental: CIGNA PPO High www.cigna.com	Employee only: \$17.02 Employee + 1 Dep: \$38.97 Employee + 2 or more Dep: \$75.67 (amounts are deducted bi-weekly)	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Eligibility begins after 30 days from the date of hire or status change. Coverage begins on the first day of the month following the completion of 30 days after hire or a status change 32 hours per week or more.
Vision: Eyemed www.eyemed.com	Employee only: \$0.00 Employee + Spouse: \$2.40 Employee + Child(ren): \$2.40 Employee + Family: \$6.35 (amounts are deducted bi-weekly)	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Eligibility begins after 30 days from the date of hire or status change. Coverage begins on the first day of the month following the completion of 30 days after hire or a status change 32 hours per week or more.
Acupuncture & Chiropractic Care Landmark Health plan www.lhp-ca.com	No Cost: paid 100% by Eisner Health. Up to 30 visits per year at \$0 copay.	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Eligibility begins after 30 days from the date of hire or status change. Coverage begins on the first day of the month following the completion of 30 days after hire or a status change 32 hours per week or more.
Employee Assistance Plan (EAP) Mutual of Omaha www.mutualofomaha.com/EAP	No Cost: paid 100% by Eisner Health. Assists employees and their eligible dependents with personal or job-related concerns, including: emotional well-being, family and relationships, legal and financial matters, healthy lifestyles, and work or life transitions.	All Employees	Eligibility begins after 30 days from the date of hire or status change. Coverage begins on the first day of the month following the completion of 30 days after hire or a status change 32 hours per week or more.
Health Insurance Subsidy	All benefits-eligible employees who choose not to participate in one of Eisner Health's group medical insurance plans will receive a monthly opt-out payment of \$237.36/month. Signed Opt-Out Waiver form and proof of other coverage are required every year.	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week) <i>*Must NOT be enrolled in an individual policy or Medicaid*</i>	Eligibility begins after 30 days from the date of hire or status change. Coverage begins on the first day of the month following the completion of 30 days after hire or a status change 32 hours per week or more.

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FOR FINANCIAL WELLBEING

BENEFIT	DESCRIPTION	WHO IS ELIGIBLE?	WHEN ARE YOU ELIGIBLE?
401K	Employees may choose to make contributions to the 401k plan up to \$23,000 per year. *If you are 50 or over, you may contribute an additional \$7,500. Eisner Health will contribute 3% on behalf of eligible employees.	All employees.	Upon completion of 416 hours of work
Flexible Spending Account (FSA) Commuter Spending Account (CSA) Flex Facts www.flexfacts.com	FSA/CSA plans provide you with an important tax advantage that can help you pay for health care and dependent care expenses on a pretax basis. Annual Maximum Contribution Limits: Health Care FSA –\$4,400/year Dependent Care FSA–\$7,500/year Transit/Commuter Account–\$340/month	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Eligibility begins after 30 days from the date of hire or status change. Coverage begins on the first day of the month following the completion of 30 days after hire or a status change 32 hours per week or more.
Transportation	Parking is provided at no cost to you at Eisner Health Center’s designated parking lots and structures. A reimbursement of up to \$100/month for Metro Transit, Ride Sharing Services, or if you choose to secure your own parking arrangement.	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Upon hire at 32 hours per week or more, or upon a status change to 32 hours per week or more.
Employer Sponsored Basic Life/AD&D Long Term Disability Mutual of Omaha www.mutualofomaha.com	No Cost: paid 100% by Eisner Health. Basic Life/AD&D – 2x annual salary up to \$600,000 OR \$50,000 coverage levels. Long-term Disability–66.67% of monthly income up to \$7,500	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Eligibility begins after 30 days from the date of hire or status change. Coverage begins on the first day of the month following the completion of 30 days after hire or a status change 32 hours per week or more.
Voluntary Short Term Disability Voluntary Life/AD&D (EE) Voluntary Life/AD&D (DEP) Mutual of Omaha www.mutualofomaha.com	Voluntary Plans: Employee Responsible for 100% of premiums Short Term Disability: enhances CA SDI benefit with 10% additional income replacement (up to \$1500/week), if you are not able to work for more than seven (7) days due to a disabling condition. *Life/AD&D (EE): optional coverage in \$10,000 increments up to \$500,000 *Life/AD&D (DEP): optional coverages up to \$250,000 (spouse) and \$10,000 (children).	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Eligibility begins after 30 days from the date of hire or status change. Coverage begins on the first day of the month following the completion of 30 days after hire or a status change 32 hours per week or more.
*Voluntary Life Insurance Guaranteed Issue Amounts: Life/AD&D (EE): \$150,000 Life/AD&D (SP): \$50,000 Elections past the GI amount will require completion of an EOI.			

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FOR FINANCIAL WELLBEING

BENEFIT	DESCRIPTION	WHO IS ELIGIBLE?	WHEN ARE YOU ELIGIBLE?
Voluntary Critical Illness Voluntary Accident/Injury Mutual of Omaha www.mutualofomaha.com	Voluntary Plans: Employee Responsible for 100% of premiums Critical Illness: helps provide financial relief from medical expenses associated with a serious illness. Accident/Injury: helps provide financial relief by paying direct cash reimbursement based on the injury and the medical treatment you receive for a covered accident or injury.	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Eligibility begins after 30 days from the date of hire or status change. Coverage begins on the first day of the month following the completion of 30 days after hire or a status change 32 hours per week or more.
Legal Plan: Legal Shield ID Theft Plan: Norton Life Lock www.legalshield.com www.nortonlifelock.com	Voluntary Plans: Employee Responsible for 100% of premiums Legal Plan: this plan provides direct access to a team of attorneys that can provide legal advice, consultation, and representation on a wide variety of legal matters, as needed. ID Theft: offers identity theft protection, privacy monitoring, security monitoring, and full identity recovery services.	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Eligibility begins after 30 days from the date of hire or status change. Coverage begins on the first day of the month following the completion of 30 days after hire or a status change 32 hours per week or more.
Veterinary Savings Program United Pet Care www.unitedpetcare.com/enroll	Voluntary Plan: Employee Responsible for 100% of premiums Offers instant savings of 20-50% off certain veterinary services with in-network veterinarians. No age, pre-existing or breed-specific condition exclusions. <i>*This is not a pet insurance plan, it is a discount program. *</i>	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Eligibility begins after 30 days from the date of hire or status change. Coverage begins on the first day of the month following the completion of 30 days after hire or a status change 32 hours per week or more.

BENEFITS AT A GLANCE 2026



FOR SOCIAL & FAMILY WELLBEING

BENEFIT	DESCRIPTION	WHO IS ELIGIBLE?	WHEN ARE YOU ELIGIBLE?
Holidays	New Year's Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas Day.	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Upon hire at 32 hours per week or more, or upon a status change to 32 hours per week or more.
Jury Duty	Eligible full-time employees may be granted paid leave of absence for up to five (5) business days per calendar year for jury duty service. All other employees may use available paid time off balances.	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Upon hire at 32 hours per week or more, or upon a status change to 32 hours per week or more.
Paid Time Off	<p>Paid Time Off (PTO) hours accrue automatically, based on length of service and work status. These hours may be used for vacation, holidays, sick days or personal matters. PTO must be requested and approved in advance. Employees working less than 40 hours per week, will accrue PTO at a rate proportionate to their hours worked. The accrual amounts listed below apply to 40-hour/week employees (PTO1).</p> <p>Accrual Schedule (Pay Period/Annual Accrual/Max Accrual Allowed):</p> <ul style="list-style-type: none"> •0 -5 years –7.08 hours / 184.08 hours (annual) / 360 hours (max) •6 -10 years –8.62 hours / 224.12 hours (annual) / 440 hours (max) •11+ years –10.16 hours / 264.16 hours (annual) / 520 hours (max) 	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Upon hire at 32 hours per week or more, or upon a status change to 32 hours per week or more.
Family Medical Leave Act	Leave of absence for the serious health condition of you or a family member	All direct employees who have worked at least 1,250 hours in the last 12 months.	Eligibility is met after a direct employee has worked a minimum of 1,250 hours in the 12 months immediately preceding the request.

BENEFITS AT A GLANCE 2026



FOR PROFESSIONAL DEVELOPMENT

BENEFIT	DESCRIPTION	WHO IS ELIGIBLE	WHEN ARE YOU ELIGIBLE
Tuition Reimbursement	Tuition reimbursement for approved coursework up to \$500 per year	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Upon hire at 32 hours per week or more, or upon a status change to 32 hours per week or more.
Continuing Medical Education Stipend	CME funds of \$2,500 per year must be applied for and approved on an individual basis. Unused funds will roll over to the following calendar year and expire on December 31 of the rollover year if they are not used.	Providers Only Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Providers Only Monetary reimbursements are available at a prorated amount beginning with the first whole calendar month for which a provider has a permanent work schedule of at least 64 hours per pay period.
Continuing Medical Education & Development	Up to 5 CME days per calendar year Reimbursement for Board Certification or Re-certification fee* Unused funds will roll over to the following calendar year and expire on December 31 of the rollover year if they are not used	Providers Only Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Providers Only Time reimbursements are available at a prorated amount beginning with the first whole calendar month for which a provider has a permanent work schedule of at least 64 hours per pay period.
License and/or DEA Reimbursement	All healthcare professionals whose job requires a state or federal license requiring renewal can submit for license and/or DEA reimbursement. A healthcare professional may include but is not limited to physicians, dentists, nurse practitioners, physician assistants, nurse midwives, mental health therapists, pharmacists, RDAs, and Pharmacy Technicians.	Regular Full-Time (40 hours/week) Regular Part-Time (32 hours/week)	Reimbursements for professional licensure and certification fees are offered to permanently-employed staff who are required to maintain a clinical license or certification and who work a minimum of 64 hours per pay period for at least 1 year

***This "Benefits at a Glance" document is intended as a source for reference only and does not guarantee benefits. Please email galeon@eisnerhealth.org with any benefits related questions.**