

2018 Benefits Overview

40+ Hour Employees

Brentwood United Methodist Church,
Trinity Church, and The Village Church

Brentwood United Methodist Church offers the following benefits to its full time employees on all its campuses. Plans are offered through United Healthcare via LBMC Consultants.

A. Medical Insurance Benefits

The Church pays 90% of the employee rate for all full time employees.

1. High Deductible Health Plan (HDHP)

The HDHP has available a Health Savings Account (HSA).

Individual Deductible = \$3,500

Family Deductible = \$7,000

Plan Option	2018 Rate per paycheck
HDHP 40hr Employee Only	\$ 41.45
HDHP 40hr Employee +1	\$ 456.80
HDHP 40hr Family	\$ 833.61

2. Preferred Provider Organization (PPO) with \$2,500 Deductible

The PPO has available a Flexible Spending Account (FSA).

Individual Deductible = \$2,500

Family Deductible - \$5,000

Plan Option	2018 Rate per paycheck
PPO 40hr Employee Only	\$ 48.87
PPO 40hr Employee +1	\$ 538.49
PPO 40hr Family	\$ 982.67

B. Dental and Vision Insurance are also available.

	Dental 2018	Vision 2018
Employee Only	\$ 0.00	\$ 3.17
Employee +1	N/A	\$ 6.01
Employee + Children	N/A	\$ 7.02
Family	\$ 36.62	\$ 9.90

C. Basic Life and Accidental Death and Dismemberment Insurance

BUMC provides at no cost to the employee insurance in the amount of 1x annual compensation up to a maximum of \$50,000.

D. 403(b) Retirement Plan

BUMC offers a retirement plan with a Church match. The Church will match an employee's contribution up to 6% of their base salary.

E. Holidays

The following 10 days are designated as paid holidays:

- Floating Holiday to be taken anytime during the year
- New Year's Day
- Martin Luther King Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- The Friday after Thanksgiving Day
- Christmas Day
- Day after Christmas Day

F. Vacation

Full-time staff (40+ hours per week) shall receive a per pay period vacation accrual based on the table below. Refer to the BUMC Handbook for further information.

For Regular Part-Time Employees		
Regular Work Schedule	Accrual per Month	Maximum Accrual
Regular, Full-time (40+ hrs.)	10 hours	120 hours

G. Sick/Bereavement/Personal Leave

We provide paid time off benefits to all eligible employees for periods of temporary absence. Refer to the BUMC Handbook for detailed information.

Sick/Personal Leave Accrual Rates		
Regular Work Schedule	Accrual per Month	Maximum Accrual
Regular, Full-time (40+ hrs.)	8 hours	480 hours