

Choices For Living

Benefits Package Summary (Medical, Vision and Dental coverage begins on 1st day of employment)

- Medical Insurance: Choice of three plans administered by UnitedHealthcare: PPO, POS or HMO
- Vision Insurance: Optional benefit provided by UnitedHealthcare Vision
- Dental Insurance: Choice of two plans managed by UnitedHealthcare: In-Network Only or Traditional
- Flexible Spending Accounts: Available for medical and dependent care expenses
- Short and Long Term Disability: Employer provided – free to employee
- Basic Life Insurance: 2 x annual salary (up to a maximum of \$100,000)
Employer provided – free to employee
- Employee Assistance Program: Employer provided – free to employee and family
- Pension Benefit: Employer annually contributes 8% of salary into a Defined Contribution 403(b) retirement plan. (Employee is vested immediately.) In addition, GCFA will match up to an additional 2% of your personal contributions into the United Methodist Personal Investment Plan (UMPIP).

UMPIP is available for voluntary employee contributions.
- Work Hours: 7.25 hours/day; 36.25 hours/week
- Sick Days: 12 sick days (3 may be used as personal days)
- Holidays: 11 holidays annually
- Vacation: Exempt workers: 22 days accrued annually

Non Exempt workers: (see chart below):

Years of Service	Accrual
Less than 1 year	Up to 10 days
Completed 1 year	11 days
Completed 2 years	12 days
Completed 3 years	13 days
Completed 4 years	14 days
Completed 5 years	15 days
Completed 6 years	16 days
Completed 7 years	17 days
Completed 8 years	18 days
Completed 9 years	19 days
Completed 10+ years	20 days

General Agencies of the United Methodist Church Employee Group Insurance Benefits

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