

Benefit Credits



Benefit Credits are provided by SEH to supplement your insurance premium costs. Benefit Credits have a value of \$3.38 per hour and are paid in addition to regular base salary for full-time employees. There are two categories in which Benefit Credits are administered:

- Non-discretionary - benefits that are provided by SEH and can not be waived.
- Discretionary - benefits that you are able to waive coverage for.

NON-DISCRETIONARY BENEFIT CREDITS

SEH Benefit Credits cover 100% of the cost for the following insurances:

- Basic Life and Accidental Death and Dismemberment insurance deductions are made on a pre-tax basis.
- Short and Long Term Disability insurance deductions are made on a post-tax basis.

DISCRETIONARY BENEFIT CREDITS

Medical

Insurance deductions are made on a pre-tax basis. Employees who are covered under another qualified health plan¹ may waive enrollment in SEH's medical insurance and receive the medical benefit credits as cash each pay period (taxable).

Dental

Insurance deductions are made on a pre-tax basis. Employees may waive dental insurance. However, waiving dental insurance will forfeit the benefit credits used to pay for this benefit.

¹A qualified health plan is defined as an insurance plan providing Minimum Essential Coverage as defined by the Patient Protection and Affordable Care Act.