



St. TammanySM

HEALTH SYSTEM

Summary of Colleague Benefits January 2020

BENEFIT	WHO IS ELIGIBLE	WHEN ELIGIBLE	WHO PAYS																								
<p>PAID TIME OFF (PTO) Combines vacation, personal time, and six holidays into one program. Colleagues who work forty (40) hours per week accrue each pay period at the rate of twenty-two (22) days per year (proportionally for colleagues who work less than 40 hours per week) PTO accruals increase with each 5 years of service, up to 15 years.</p>	FT & PT	Immediately	STHS																								
<p>EXTENDED ILLNESS BANK - (EIB) Paid Days Off – Accrues each pay period for a total of 7.8 days/year for colleagues who work 40 hrs. /wk. (proportionally for less than 40 hrs. /wk. on the basis of hours paid.) Payable only after missing five consecutive work days or 40 consecutive work hours, whichever is less, due to illness or, from 1st day of hospitalization or out-patient surgery.</p>	FT & PT	Immediately	STHS																								
<p>EMPLOYEE ASSISTANCE PROGRAM - (EAP) EAP provides colleagues and their families confidential assessments, short-term counseling, referrals and follow-up for personal or health problems.</p>	FT & PT	Immediately	STHS																								
<p>HEALTH INSURANCE Two (2) Health Plans for full-time or part-time colleagues. Onsite Employee Pharmacy. Premiums are paid via payroll deduction on a pre-taxed basis.</p> <p><i>*Per Pay Period/Monthly (26 pay periods)*</i></p> <p><i>Cost for full time:</i></p> <table border="0"> <thead> <tr> <th></th> <th><u>Traditional Plan</u></th> <th><u>HDHP/HSA Plan*</u></th> </tr> </thead> <tbody> <tr> <td>Colleague only</td> <td>\$50.61/\$109.65</td> <td>\$23.43/\$50.76</td> </tr> <tr> <td>Colleague plus one</td> <td>\$164.30/\$ 355.98</td> <td>\$87.69/\$189.99</td> </tr> <tr> <td>Colleague plus Family</td> <td>\$221.64/\$480.22</td> <td>\$109.92/\$238.17</td> </tr> </tbody> </table> <p><i>Vision & Dental Plans also available.</i></p> <p><i>Cost for part time:</i></p> <table border="0"> <thead> <tr> <th></th> <th><u>Traditional Plan</u></th> <th><u>HDHP/HSA Plan*</u></th> </tr> </thead> <tbody> <tr> <td>Colleague only</td> <td>\$190.90/\$413.81</td> <td>N/A</td> </tr> <tr> <td>Colleague plus one</td> <td>\$362.02/\$784.38</td> <td>N/A</td> </tr> <tr> <td>Colleague plus Family</td> <td>\$478.19/\$1,036.08</td> <td>N/A</td> </tr> </tbody> </table> <p><i>Vision & Dental Plans also available.</i> Please note: A monthly surcharge of \$75 may be applicable if a spouse has other group health insurance coverage.</p>		<u>Traditional Plan</u>	<u>HDHP/HSA Plan*</u>	Colleague only	\$50.61/\$109.65	\$23.43/\$50.76	Colleague plus one	\$164.30/\$ 355.98	\$87.69/\$189.99	Colleague plus Family	\$221.64/\$480.22	\$109.92/\$238.17		<u>Traditional Plan</u>	<u>HDHP/HSA Plan*</u>	Colleague only	\$190.90/\$413.81	N/A	Colleague plus one	\$362.02/\$784.38	N/A	Colleague plus Family	\$478.19/\$1,036.08	N/A	FT & PT (PT must be scheduled to work 20 hrs. /wk. or more)	First day of month following completion of one month of employment.	STHS and Colleague
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<p>FLEXIBLE SPENDING ACCOUNT (FSA) Allows a pre-taxed payroll deduction, to be set aside into the colleague's account to cover two types of non-reimbursed expenses: Medical (\$2,750 max; not available to HDHP/HSA participants) and child or dependent care (\$5,000 max). This allows the colleague to enjoy immediate tax savings.</p>	FT & PT (PT must be scheduled to work 20 hrs. /wk. or more)	First day of month following completion of one month of employment.	Colleague																								
<p>LIFE INSURANCE Colleague coverage = one time the annual salary rounded up to the next \$1,000.00 to a max of \$200,000. Dependent coverage = \$10,000.00 spouse / \$5,000.00 child</p>	FT	First day of month following completion of one month of employment.	STHS for colleague coverage. Colleague for dependent coverage																								

BENEFIT	WHO IS ELIGIBLE	WHEN ELIGIBLE	WHO PAYS
SUPPLEMENTAL LIFE (Voluntary) Term Life Insurance Additional life insurance is available at a reasonable group rate for colleague, spouse & dependents coverage.	FT	First day of month following completion of one month of employment.	Colleague
SHORT TERM DISABILITY Pays 60% of salary with \$750/week maximum benefit (excluding workers compensation) for the 6-month waiting period until Long Term Disability goes into effect. Also pays for short-term illness or accident. (14 day waiting period)	FT	First day of month following completion of one month of employment.	Colleague
LONG TERM DISABILITY Salary continuation up to 60% of your base salary after 6 months .	FT	1 st day of month following completion of 1 month of employment.	STHS
EMPLOYEE BENEVOLENT FUND A fund by and for the colleagues of STHS to assist those colleagues in financial crisis. Colleague contributions may be donated through payroll deduction or cash.	All Colleagues	After one year of continuous employment	Employee Benevolent Fund
PENSION PLAN (Voya) Defined Contribution Pension Plan. Vested after 5 years of service of working 1000 hours each year. A graduated contribution scale: 1-4yrs 2%; 5-9yrs 3.5%; 10-14yrs 5%; 15+yrs 6%.	FT & PT	Participant: after 1 year of service and work 1000 hours annually.	STHS
VOLUNTARY RETIREMENT 457 Deferred Compensation Plan (Mass Mutual); and/or 403B Plan (Valic) The maximum contribution for the year 2020 is \$19,500, with a catch-up provision of \$6,500 if over age 50. Tax sheltered with accruing interest.	All Colleagues	Immediately	Colleague
TUITION ASSISTANCE * Hospital will reimburse pre-approved tuition for up to \$2,500.00 /calendar year. Please refer to Tuition Assistance Policy for more details.	FT & PT (must be scheduled to work 20 hrs. /wk. or more)	Following completion of 1 year in a benefit-eligible status and approval by Dept. Head and Sr. V.P.	STHS reimburses
MEAL DISCOUNT 20% discount via payroll deduction or purchase of a cash Meal Card.	All Colleagues	Immediately	STHS
LOUISIANA 529 PLAN A college savings program that offers federal and state tax incentives to assist in the financing of a college education for your child/children.	All Colleagues	Immediately	Colleague
BEREAVEMENT PAY For full-time colleagues, 3 days off with pay for immediate family ; 1 day for specified family . For part time colleagues, 1 day off with pay for immediate family only.	FT & PT (PT must be scheduled to work 20 hrs. /wk. or more)	Immediately	STHS
ADOPTION ASSISTANCE Hospital will reimburse eligible expenses up to \$3,000 for legal adoption of a minor child. Please refer to Adoption Assistance Policy for more details.	FT & PT (must be scheduled to work 20 hrs. /wk. or more)	Following completion of 1 year in a benefit-eligible status	STHS reimburses
JURY DUTY PAY Regular pay with time off for jury duty. Full time colleagues will receive pay for each day of jury duty and part time, per diem and temporary colleagues will receive pay for one day of jury duty.	All Colleagues	Immediately	STHS
WORKER'S COMPENSATION Pays medical costs resulting from an on-duty injury or illness. Insurance carrier pays partial pay for workdays missed after a minimum of 7 calendar days according to State Law.	All Colleagues	Immediately	STHS
PARKING Convenient free parking with shuttle services seven days a week.	All Colleagues	Immediately	STHS
SERVICE AWARDS Special recognition for completion of set years and hours of service.	FT & PT	5, 10, 15, 20, 25 etc. years of service	STHS

*Scholarships sponsored by STHS Volunteers and STHS Medical Staff are also available to Nursing and Allied Health students employed with St. Tammany Health Systems.