

EMPLOYEE BENEFITS MEDICAL PLAN INFORMATION

What medical plan options are available to employees?

- CHS Basic Blue Cross/Blue Shield Plan with \$1,200 deductible
- CHS Premier Blue Cross/Blue Shield Plan with \$500 deductible
- Health Net Point of Service
- No coverage

Who is eligible to enroll?

- Full-time (FT) employees
- Part-time (PT) employees

When does coverage become effective?

- Coverage becomes effective the first day of the month after 30 days of employment

Do you need to enroll?

- Yes, you need to enroll or you will not have coverage.

EMPLOYEE BENEFITS DENTAL PLAN INFORMATION

What dental plan options are available?

- Delta Dental
- No coverage

Who is eligible to enroll?

- Full-time employees
- Part-time employees

Is enrollment necessary?

- Yes

EMPLOYEE BENEFITS VISION PLAN INFORMATION

What vision plan options are available?

- Vision Service Plan
 - * Health Net no longer carries Vision insurance
- No coverage

Who is eligible to enroll?

- Full-time employees
- Part-time employees

Is enrollment necessary?

- Yes

EMPLOYEE BENEFITS LIFE AND AD&D INSURANCE

What options are available under Life and AD&D Insurance?

- FT employees are covered for 1 x pay at no cost to the employee
- FT employees may purchase the following additional insurance:
 - 2 x pay
 - 3 x pay
 - 4 x pay
 - 5 x pay

What about part-time employees?

- PT employees may purchase the following coverage: \$15,000

EMPLOYEE BENEFITS DEPENDENT LIFE AND AD&D INSURANCE

What options are available to dependents of full-time (FT) employees?

- \$10,000 for each child
- \$25,000 for spouse
- No coverage

EMPLOYEE BENEFITS VOLUNTARY AD&D INSURANCE

What additional insurance options are available for full-time (FT) employees for Accidental Death & Dismemberment?

- \$25,000 - \$500,000
- If Life Insurance is purchased, the full-time employee receives an equal amount of AD&D coverage
- Additional AD&D coverage can be purchased for employee only or for employee plus family
- Dependent coverage amounts are a percentage of the principal sum
- Coverage amounts depend on who is covered

Who is eligible to receive coverage?

- FT employees only

EMPLOYEE BENEFITS LONG TERM DISABILITY (LTD)

What options are available to FT and PT employees?

- 60% of pre-disability monthly earnings up to \$5,000 per month
- No coverage

What are the eligibility requirements?

- FT & PT employees who have been absent from work 90 days for an illness or injury

EMPLOYEE BENEFITS SHORT TERM DISABILITY (STD)

What options are available to FT and PT employees?

- 60% of pre-disability weekly earnings up to \$2,000 per week
- No coverage

What are the eligibility requirements?

- Short term disability benefits can begin on the 15th day of absence due to an illness or injury for FT & PT employees

EMPLOYEE BENEFITS LEAVE OF ABSENCE (LOA)

What is considered a LOA?

- Family and Medical Leave Act (FMLA)
- Personal
- Military

Who is eligible?

- FT & PT employees
- Employees who have been benefits eligible for 6 months
- Military LOA available from date of hire
- FMLA requires 12 months of continuous employment and 1250 hours worked

EMPLOYEE BENEFITS BEREAVEMENT PAY

How does Bereavement Pay work?

- If an immediate family member passes away, eligible employees are paid up to 3 shifts of scheduled work time for funeral attendance, etc.
- This benefit is effective immediately.

EMPLOYEE BENEFITS FLEXIBLE SPENDING ACCOUNT (FSA)

This account can be used for the following:

- Childcare expenses
- Medical/Dental/Vision expenses not covered by insurance plans

How does the FSA work?

- FT & PT employees elect how much money, up to \$5,000 per year, they want deducted from their earnings each pay period on a pre-tax basis
- Money is credited into the employee's FSA accounts and are available for reimbursement to the employee for eligible expenses
- Claims must be filed for reimbursement of eligible expenses

EMPLOYEE BENEFITS PAID TIME OFF (PTO)

What is PTO?

- Eligible employees accrue PTO benefits each pay period, based on the number of hours paid, up to 80
- Uses for PTO include illness, vacation, and holiday

What is the accrual rate?

- The rate increases with years of service
- Employees may cash out PTO at 75% if they keep at least 80 hours in their account at the time of the cash out
- Accrual rates per years of FT/PT service are:

Years of Benefits-Eligible Service	Annual Accrual (Based on 1.0 FTE)	Accrual Per Paid Hour
Less than 1	158 hours (20 days @ 8 hours per)	.0760
More than 1, less than 4	184 hours (23 days @ 8 hours per)	.0885
More than 4	224 hours (28 days @ 8 hours per)	.1077
More than 9	264 hours (33 days @ 8 hours per)	.1269

- The maximum PTO balance is 280 hours

When do employees begin to accrue PTO benefits?

- FT and PT employees accrue PTO benefits beginning with the first pay period of service

When can employees use PTO?

- PTO is available upon accrual for FT and PT employees.

EMPLOYEE BENEFITS EXTENDED ILLNESS BANK (EIB)

What is the EIB?

- Employees may use the EIB for personal illnesses or injuries that keeps them out of work for longer than one scheduled week

Who is eligible?

- FT & PT employees

How do you accrue EIB hours?

- Employees accrue EIB benefits beginning with the first pay period of service
- Accrued EIB can be used after 6 months of FT or PT service
- The accrual rate is 2.16 hours per pay period for FT and 1.08 for PT

EMPLOYEE BENEFITS JURY DUTY PAY

Do employees get paid if called for Jury Duty?

- If FT or PT employees are called for jury duty, they will receive their normal base wages for scheduled work they miss due to jury duty up to 15 days

EMPLOYEE BENEFITS GENERAL EDUCATION ASSISTANCE

What is covered?

- This policy covers tuition, books, and registration fees for completed courses

What is the reimbursement rate?

- Covered costs will be reimbursed at the following rate:

A = 90%

B = 80%

C = 70%

Pass = 80 %

What is the maximum reimbursement for general education tuition assistance per calendar year?

- The maximum reimbursement for general education tuition assistance is \$3,000 per calendar year.

What is the lifetime maximum reimbursement for general education tuition assistance?

- The Lifetime Maximum reimbursement is \$12,000 for eligible staff employees (total combined reimbursement while employed at any Triad Facility)

Are there any requirements if general education tuition assistance is utilized?

- Reimbursement of general education tuition assistance expenses requires a one year commitment

**EMPLOYEE BENEFITS
SELECTED EDUCATION ASSISTANCE**

What is covered?

- This policy covers tuition, books, and registration fees for completed courses

What is the reimbursement rate?

- Covered costs will be reimbursed at the following rate:

A = 90%
B = 80%
C = 70%
Pass = 80 %

What is the maximum reimbursement for selected education tuition assistance per calendar year?

- The maximum reimbursement for general education tuition assistance is \$6,000 per calendar year

What is the lifetime maximum reimbursement for selected education tuition assistance?

- There is no Lifetime Maximum for selected education tuition assistance

Are there any requirements if general education tuition assistance is utilized?

- Reimbursement of selected education tuition assistance expenses requires a two year commitment

EMPLOYEE BENEFITS 401K PROGRAM

How much can an employee contribute to the 401K Program?

- Employees can choose a pre-tax 401k and/or an after tax Roth IRA
- NMC Oro Valley matches 100% of the first 1% of pay and then 50% of the next 5% of pay that you contribute each pay period
- Your contributions to a pre-tax 401k reduce your salary for tax purposes

Is there a vesting schedule?

- Less than 2 years of service = 0% vested
- 2 years of service or more = 100%

Who is eligible?

- All employees who are age 21 or older
- Employees who have completed 6 months of service are eligible to enroll

EMPLOYEE BENEFITS EMPLOYEE ASSISTANCE PROGRAM (EAP)

What is the Employee Assistance Program?

- EAP is for employees who need assistance with personal issues
- The EAP offers 5 free counseling visits per "issue"
- All employees are eligible for the program

EMPLOYEE BENEFITS REWARD AND RECOGNITION

Employees receive additional pay for knowledge, skills and performance beyond the minimum required for their position.

EMPLOYEE BENEFITS FITNESS

Northwest Medical Center Oro Valley has a partnership with 1-2-3 FIT that make fitness more affordable and convenient than ever. 1-2-3 FIT offers the World's Best 30 Minute Workout. Employees can participate in this program via payroll deduction for just \$9.50 per paycheck. 1-2-3 Fit is located at Lambert and La Canada just minutes from our facility.

EMPLOYEE BENEFITS CAFETERIA DISCOUNT

All employees receive a 25% discount on all purchases at the hospital cafeteria (excluding vending machines). Employee identification must be shown to receive the discount.

EMPLOYEE BENEFITS MERCHANT DISCOUNT

Many businesses offer employees of NMC Oro Valley discounts on their products or services. A list of these businesses and the discounts they provide are available in the Human Resources department.