

# EMPLOYEE BENEFITS SUMMARY



B E N E F I T	Who is Eligible	When Eligible	Who Pays																																			
<b>Medical &amp; Dental Insurance</b> NOHS offers 2 medical plan choices and 2 dental plan choices with different premiums for each plan.	Full-Time Benefit *see page 2	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	NOHS/ Employee																																			
<b>MERP (Medical Expense Reimbursement Plan)</b> Reimburses eligible medical expenses and premiums when the employee and/or dependents are covered by another group health plan that is not Medicare, Medicaid, or a High Deductible Health Plan.	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	NOHS																																			
<b>Vision Plan</b> NOHS employees may opt for vision coverage at reasonable rates. Plan includes \$10 eye exam at participating providers; frames, lenses or contact lenses at little to no cost depending on your selection.	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	Employee																																			
<b>Flexible Spending Account</b> Flexible Spending Accounts are pretax monies set aside through payroll deduction to be used for out-of-pocket medical and pharmacy expenses, deductibles and co-insurance payments.	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	Employee																																			
<b>Employer Paid Group Life Insurance:</b> Life insurance coverage for Full-Time benefit employees immediately upon attaining Full-Time benefit status. Coverage is equal to one times employee's annual base salary. Enrollment in this plan is automatic. Limited to maximum coverage of \$500,000. Coverage over \$50,000 is considered imputed income per IRS guidelines.	Full-Time Benefit	Employee eligible upon attaining Full-Time Benefit Status.	NOHS																																			
<b>Basic Life Insurance</b> Coverage available at reasonable group rates. Coverage level is \$10,000 for employee; \$4,000 for spouse; and \$2,000 for children.	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	Employee																																			
<b>Voluntary Term Life Insurance:</b> Coverage available in \$10,000 increments. Maximum available is lesser of 5 times annual base salary or \$500,000. Guaranteed issue is \$150,000 for employee and \$50,000 for spouse. Coverage of \$10,000 is also available for children.	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	Employee																																			
<b>Boston Mutual Whole Life with Long Term Care Rider:</b> Whole Life Insurance coverage with guaranteed premiums, coverage and values. Long-Term Care rider is also available to help provide financial assistance should you lose the ability to care for yourself.	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	Employee																																			
<b>Long-Term Disability (LTD)</b> LTD is offered to Full-Time benefit employees who have completed one year of service. Coverage equals 60% of base pay to a monthly maximum of \$6,000. Elimination period is 180 days. Enrollment in this plan is automatic.	Full-Time Benefit	After 1 year of employment if actively at work. See handbook on NONet for details.	NOHS																																			
<b>Retirement Plan(s)</b> <b>401A Plan</b> - NOHS contributes to this plan for eligible employees. Employee must contact the retirement representative to enroll in the plan before NOHS contributions can begin. Subject to IRS compensation limitations. Contribution is a percentage of base salary as follows: After completion of 1 Year of Service – 2% of Base Annual Salary After completion of 4 Years of Service – 3% of Base Annual Salary After completion of 8 Years of Service – 4% of Base Annual Salary After completion of 12 Years of Service – 5% of Base Annual Salary After completion of 16 Years of Service – 6% of Base Annual Salary Employees are 100% vested in the plan after 5 years of service.	Full-Time Benefit	After 1 year of employment	NOHS																																			
<b>Paid Time Off – PTO (Annual Accrual)</b> Paid Time Off (PTO) is used for scheduled personal leaves due to vacations, holidays, personal business or short-term illness.  <table border="1" data-bbox="85 1724 887 1886"> <thead> <tr> <th rowspan="2">Hours Scheduled per week</th> <th colspan="5">Years of Service</th> </tr> <tr> <th>0-5</th> <th>After 5</th> <th>After 10</th> <th>After 15</th> <th>After 20</th> </tr> </thead> <tbody> <tr> <td>20-31</td> <td>4.5 days</td> <td>7 days</td> <td>9.5 days</td> <td>11 days</td> <td>12 days</td> </tr> <tr> <td>32-35</td> <td>17 days</td> <td>21 days</td> <td>25 days</td> <td>27.5 days</td> <td>29 days</td> </tr> <tr> <td>36-39</td> <td>18.5 days</td> <td>23.25 days</td> <td>28.25 days</td> <td>31 days</td> <td>33 days</td> </tr> <tr> <td>40</td> <td>20 days</td> <td>25 days</td> <td>30 days</td> <td>33 days</td> <td>35 days</td> </tr> </tbody> </table>	Hours Scheduled per week	Years of Service					0-5	After 5	After 10	After 15	After 20	20-31	4.5 days	7 days	9.5 days	11 days	12 days	32-35	17 days	21 days	25 days	27.5 days	29 days	36-39	18.5 days	23.25 days	28.25 days	31 days	33 days	40	20 days	25 days	30 days	33 days	35 days	Full-Time Benefit Part-Time Benefit	The pay period following the completion of 90 days of employment for hourly employees.	NOHS
Hours Scheduled per week		Years of Service																																				
	0-5	After 5	After 10	After 15	After 20																																	
20-31	4.5 days	7 days	9.5 days	11 days	12 days																																	
32-35	17 days	21 days	25 days	27.5 days	29 days																																	
36-39	18.5 days	23.25 days	28.25 days	31 days	33 days																																	
40	20 days	25 days	30 days	33 days	35 days																																	
<b>Extended Illness Time – EIT (Annual Accrual)</b> <table border="1" data-bbox="85 1940 887 2058"> <thead> <tr> <th>Hours Scheduled Per Week</th> <th></th> </tr> </thead> <tbody> <tr> <td>20-31</td> <td>4 days</td> </tr> <tr> <td>32-35</td> <td>6.4 days</td> </tr> <tr> <td>36-40</td> <td>8 days</td> </tr> </tbody> </table>	Hours Scheduled Per Week		20-31	4 days	32-35	6.4 days	36-40	8 days	Full-Time Benefit Part-Time Benefit	The pay period following the completion of 90 days of employment for hourly employees.	NOHS																											
Hours Scheduled Per Week																																						
20-31	4 days																																					
32-35	6.4 days																																					
36-40	8 days																																					

**Note:** Maximum ceiling for PTO accrued is 2 times the employee's accrual. Example: If employee accrues 160 hours a year, the maximum amount of PTO the employee can accrue is 320 hours.

**Note:** Maximum ceiling for EIT accrued is 480 hours.

B E N E F I T	Who is Eligible	When Eligible	Who Pays
<b>457 - Pre-Tax or Post-Tax options available:</b> <b>Pre-Tax:</b> Pay tax at time of distribution. <b>Post-Tax:</b> Pay tax at time of contribution. Employees must contact the retirement representative to enroll in either plan before payroll deductions may begin. Subject to IRS maximum contribution limits. Employees are 100% vested as soon as contributions begin.	Full-Time Benefit Full-Time Non-Benefit Part-Time Benefit	Immediately upon hire	Employee
<b>Short-Term Disability &amp; Critical Illness</b> Supplemental insurance available for Short-Term Disability and Critical Illness which includes Cancer. Enrollment in the plans must be completed by a representative. The Critical Illness policy is portable.	Full-Time Benefit Full-Time Non-Benefit Part-time employees working a min of 20/hrs per week.	Immediately upon hire or eligibility or wait until next annual enrollment period.	Employee
<b>Bereavement</b> Employee is entitled to 3 days paid leave for immediate family as defined in the Bereavement Policy.	Full-Time Benefit Full-Time Non-Benefit Part-Time	After 90 days of employment for hourly employees.	NOHS
<b>On Site Child Care Services at North Oaks</b> Child care is available for children, 6 weeks-13 years of age, from 5:30 a.m.-7:30 p.m., Monday-Friday. For fee and enrollment information, please call (985) 230-6408. For information on Child Care Assistance Programs, please contact the Office of Family Support in your parish of residence.	All Employees	Enrollment required prior to use	Employee
<b>Jury Duty</b> All employees are eligible for up to 1 day's pay at straight time (no differentials) to attend jury duty. In addition, after 90 days of employment, full-time employees will be paid at straight time for all scheduled hours absent due to jury duty. (See policy for further clarification.)	All Employees	Immediately upon hire	NOHS
<b>Employee Assistance Program</b> Private, confidential assistance to discuss problems of any nature – marital, family, financial, etc. EAP also offers a 24-hour crisis counseling line that allows immediate access to the EAP. Employee, spouse and children are eligible. EAP phone: 1-800-749-3277	All Employees	Immediately upon hire	NOHS
<b>Credit Unions</b> NOHS employees have the choice of two Credit Unions – Louisiana Central and Louisiana Federal. Services provided include checking, savings, Christmas and Vacation Clubs, Certificates of Deposit, Loans, etc.	All Employees	Immediately upon hire	Employee
<b>Continuing Education</b> Continuing education is offered through hospital in-service programs, departmental courses and approved outside programs and seminars.	All Employees	Immediately upon hire	NOHS
<b>Direct Deposit</b> Employees are required to enroll in direct deposit to have 100% of their payroll checks sent to a financial institution of their choice.	All Employees	Immediately upon hire	N/A
<b>Annual Employee Benefit Fair</b> Representatives from benefit vendors come on site to assist employees and answer questions about vendor benefits and products.	All Employees	Immediately upon hire	NOHS /Employee
<b>Discounts:</b> 20% discount on all purchases in the hospital cafeteria. Employee ID required at time of purchase.	All Employees	Immediately upon hire	NOHS/Employee
<b>Payroll Deductions:</b> Gift Shop and Cafeteria purchases may be payroll deducted. See policy for limitations and guidelines. Uniforms purchases from NOHS-approved vendors may be payroll deducted.	FT/PT Employees  All Employees	Immediately upon hire  Immediately upon hire	Employee  Employee
<b>Identity Theft Protection:</b> A comprehensive identity theft program for employees and their dependents. A safeguard for finances, reputation and credit against theft and abuse. Employee ID required at time of purchase.	Full Time; and Part-time employees working a min of 20/hrs per week.	Employees must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	Employee

\* Part-Time Benefit employees may be eligible for medical coverage after 20 years of full-time service. Call Human Resources for details.

PLEASE NOTE: This summary is designed and intended for the purpose of presenting general information only. Its contents are not to be accepted or construed as a substitute for the provisions of the written Plan Documents and/or the North Oaks Health System Human Resources Policies and Procedures.