

# Your Benefits at a Glance.

## Aspirus Medford Hospital & Clinics



BENEFIT	*EMPLOYMENT CLASSIFICATION				WHO PAYS		ELIGIBILITY			WHAT YOU RECEIVE
	F T	P T	S P	O C	Employee	Aspirus	1st of month following 30 days of hire if enrollment forms have been returned.			
Health Benefits	x	x			x	x	x			Coverage for major medical, emergency, prescription drugs, doctor visits and routine preventative care.
Vision Benefits	x	x			x		x			Two plans available: Full service (materials plus exam) and materials only.
Dental Benefits	x	x			x	x	x			Coverage for preventative, basic, major, restorative and orthodontic services.
Short-Term Disability	x	x				x	Eligible to participate after 90 days of employment.			If approved, paid at 66 2/3% of covered pay up to a maximum of 180 consecutive days per certified employee (non-work related) illness or injury.
Long-Term Disability Insurance	x	x			x	x	Eligible to participate after One year of employment.			FT/MT 50% income replacement paid by Aspirus, buy up option to 66 2/3%. PT 50% paid by employee
Life/Accidental Death and Dismemberment Insurance	x	x			x	x	x			Aspirus paid coverage based on a multiple of your annual salary, and optional coverage available up to a combined total of \$1,000,000.
Dependent Life Insurance	x	x			x		x			Spouse coverage available up to \$250,000 and dependent child coverage available up to \$10,000.
Flexible Spending Account	x	x			x		x			Two accounts available - health care and dependent care reimbursement accounts - for tax-free reimbursement of eligible expenses.
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	F T	P T	S P	O C	Employee	Aspirus	Date of Hire	After 1 Year	Other	
Retirement Savings Plan 403(b)										Pre-tax savings for retirement. Aspirus Medford contributes 3% of your annual compensation after one year of employment. An additional 3% is contributed at 80% of the FICA limit. In addition, if the employee contributes 2%, the employer will match 2% with a three-year vesting.
<i>Non-Matching</i>	x	x	x	x	x	x	x	x		
<i>Matching</i>	x	x	x	x		x	x	x		
<i>Non-elective Contribution</i>	x	x	x	x		x	x	x		
Paid Time Off (PTO) (Includes Vacation, Holiday and Sick Hours)	x	x								Paid time off hours accrue each pay period, based on hours worked up to 80 hours
(PTO) Buy Back	x	x							x	Buy back up to 40 PTO hours.
Holidays	x	x	x	x			x	x		Six days of holiday pay (included in PTO). Eligible employees will receive 1½ base pay for hours worked the day before the holiday from 11:00 pm until the day of the holiday at 11:00 pm on designated holidays.

- FT = Full Time (80 hrs per 2 wk pay period)
- PT = Part Time (48-63 hrs per 2 wk pay period)
- SP = Supplemental (less than 48 hrs per 2 wk pay period)
- OC = Occasional (hours defined by department)

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	F T	P T	S P	O C	Employee	Aspirus	Date of Hire	After 90 Days	Other	
Shift Differentials for AMHC	x	x	x	x		x	x			PM ..... \$1.00 Night..... \$1.50 Permanent Night..... \$1.25 Must work 4 or more consecutive hours from 3pm-11:30pm for PM shift differential and 4 or more consecutive hours from 11pm-7:30am for night/ permanent night differential. Permanent night differential is in addition to the \$1.50 night differential.
Weekend Differential for AMHC	x	x	x	x		x	x			Eligible employees working scheduled weekend hours between 11:00 pm Friday and 11:00pm Sunday receive an additional \$1.25 per hour.
Call Pay for AMHC	x	x	x	x		x	x			Eligible employees receive an additional \$2.25 per hour while placed on call status. "Paid Volunteer Ambulance" staff shall be paid a defined hourly rate of \$2.00 per hour.
Funeral Pay	x	x	x			x			x	Up to 24 hours paid time off as approved by department director.
Jury Duty	x	x	x	x		x	x			Difference of jury pay and regular pay.
Referral Bonus	x	x	x	x		x	x			Bonus paid for referring eligible employees to Aspirus - see policy for details.
Educational Service	x	x	x	x		x	x			Training/ development programs available.
Tuition Assistance	x	x	x			x			x	Financial assistance for pre-approved courses, dollar amount depending on employment classification.
Department Transfers	x	x	x	x					x	Opportunity to transfer to a new department/position 6 months after initial hire or after 1 year in department.
Direct Deposit	x	x	x	x			x			Paycheck required to be deposited into checking/ savings accounts - your choice of financial institution.
Leave Of Absence	x	x	x	x					x	Personal, military, extended medical, educational, and family medical leave.
Wellness Benefits	x	x	x	x		x	x			A variety of health and wellness activities available to encourage employees to participate, learn and make healthy choices.
Employee Assistance Services	x	x	x	x		x	x			Employee counseling (financial, personal, medical, etc.)
Fitness Membership	x	x								Fitness membership reimbursement available to wellness members that commit to working out 36 times a quarter.
Social Security	x	x	x	x	x	x	x			Retirement, disability, survivors and death benefits.
Unemployment Compensation	x	x	x	x		x	x			As provided by state and federal regulations.
Workers' Compensation	x	x	x	x		x	x			Medical expenses and loss of income benefits for on-the-job injury/illness.
Sand Box Day Care	x	x			x	x				10% subsidy toward Sand Box bills through payroll deduct.
Risk Travel- Accident Insurance	x	x	x	x		x	x			Coverage provided for employees when traveling on Aspirus business.

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NOTE: The benefits above are summaries of key features which affect most situations. Detailed information is available in the Human Resources policy statements, summary plan descriptions or master contracts. The above summaries do not alter the terms of the statements, descriptions or contracts. Subject to change at the discretion of Aspirus Medford Hospital & Clinics.