



Employee Benefits

Hourly Employees: Benefits effective 1st day of month after 60 days of employment.

Salaried Employees: Benefits effective 1st day of month after hire.

Health Insurance: (Self-insured through Aetna) – Full time employees ONLY

* Depending on choice of deductible and maximum out of pocket cost

<u>Coverage</u>	<u>Employee Cost (H.S.A. or POS)</u>
Single	\$32.45 or \$52.45 biweekly (pretax)
Employee + Spouse	\$89.61 or \$131.68 biweekly (pretax)
Employee + Child/ren	\$75.30 or \$101.99 biweekly (pretax)
Family	\$115.45 or \$163.99 biweekly (pretax)

Prescriptions POS—Full time employees ONLY—Included with medical POS

\$ 5.00 co-payment for generic brand medications
 \$25.00 co-payment for brand name medications
 \$50.00 co-payment for non-preferred brand name medications

Life Insurance—Full time employees ONLY

<u>Coverage</u>	<u>Employee Cost</u>
1 X Annual Base Salary	\$0

Optional Life Insurance – Full time employees ONLY

Full time employees are given an opportunity to purchase additional life insurance coverage for themselves, a spouse, and/or dependents at a group rate that is deducted from biweekly paycheck.

Short Term Disability Insurance—Full time employees ONLY after 1 year anniversary

<u>Coverage</u>	<u>Employee Cost</u>
70% of pay up to \$400 per week for up to 11 weeks.	\$0

Long Term Disability Insurance—Full time employees ONLY after 1 year anniversary

<u>Coverage</u>	<u>Employee Cost</u>
60% of pay up to \$6,000 per month -- continues indefinitely prior to age 65.	\$0

Dental Insurance/Vision Discount Program (Through Dental Care Plus)—Full time employees ONLY

<u>Coverage</u>	<u>Employee Cost</u>
Single	\$11.27 biweekly (pretax)
Employee + 1	\$19.88 biweekly (pretax)
Family	\$34.05 biweekly (pretax)

Voluntary Vision Insurance (Through Guardian)—Full time employees ONLY

<u>Coverage</u>	<u>Employee Cost</u>
Single	\$3.16 biweekly (pretax)
Employee + 1	\$4.57 biweekly (pretax)
Employee + 2 or more	\$8.19 biweekly (pretax)

403B (through Stockyards Bank)

All eligible employees may deduct from biweekly wages on a pretax basis to invest in their 403B retirement account. For eligible employees who work 1000 or more hours per year (average of 20 hours per week) SJCH matches 50% of the first 4% deducted for employees who have been employed less than 5 years; 75% of 4% if employed more than 5 years and less than 10 years; 100% of 4% if employed over 10 years. Employees are 100% vested at their 1 year anniversary.

Employee Assistance Program (EAP): Effective immediately

SJCH pays the entire cost of 5 visits per year for professional counseling for all full time and part time employees and their immediate family members through our EAP.

Paid Vacation:

Employees scheduled to work at least 20 hours per week are eligible for vacation time. Each full time employee is awarded 3.08 hours per payroll period effective with the employee's first paycheck. The vacation award is pro-rated for part time employees.

Paid Sick/Personal Time:

Employees scheduled to work at least 20 hours per week are eligible for PTO (paid time off). Each full time employee is awarded 3.08 hours of PTO per payroll period effective with the employee's first paycheck. The PTO award is pro-rated for part time employees.

Paid Holidays:

There are ten (10) paid holidays, including a floating holiday to be used within the calendar year at the employee's discretion upon supervisor approval. Non-exempt employees are eligible for holiday pay after 60 days of employment, exempt employees are eligible immediately. (Note: These figures are for FT employees; PT hours are prorated.)

Meals:

If a staff member is required to eat meals with children/clients, the cost of the meal is free. If a staff member is not required to eat with children/client, the cost of the meal is \$4.00.

Bereavement Pay:

Employees are given three (3) paid days off in the event of the death of an immediate family member (i.e. parent, spouse, sibling, child) and (1) day for extended family members (i.e. grandparent, aunt, uncle, niece, nephew).

Flexible Spending Plan:

Offered every July 1st to employees who are enrolled in the POS medical plan. Employee elects to withhold pre-tax earnings for medical and dependent care expenses. (Medical with POS Medical Plan Only)

Child Development Center Tuition Discount:

Employees who wish to enroll their child(ren) in the SJCH Child Development Center will receive a 50% discount in the cost of weekly tuition.

You can turn in paperwork to Dan Kannapel in the Finance Suite or at the next New Employee Orientation Benefits Presentation session

This is an informational presentation along with a question and answer session

Questions: Contact Dan Kannapel at dank@sjkids.org or 502-893-0271 ext. 260
or Debbie Turner at debbiet@sjkids.org or ext. 205

Thank you for choosing St. Joe's!