

NORTH OAKS HEALTH SYSTEM EMPLOYEE BENEFITS SUMMARY

BENEFIT	Who is Eligible	When Eligible	Who Pays																																				
Medical & Dental Insurance NOHS offers 2 medical plan choices and 2 dental plan choices with different premiums for each plan.	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	NOHS/ Employee																																				
Vision Plan 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 Benefit Fair.	Employee																																				
Flexible Spending Accounts Flexible Spending Accounts are pre-tax 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																																				
Employer Paid Group Life Insurance 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																																				
Basic Life Insurance Coverage available at reasonable group rates. Coverage level is \$15,000 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 Benefit Fair.	Employee																																				
Voluntary Term Life Insurance 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 Benefit Fair with no guaranteed issue.	Employee																																				
Long-Term Disability (LTD) 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 \$8,000. 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 NOHNet for details.	NOHS																																				
Retirement Plan(s) 401A Plan - 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																																				
Paid Time Off – PTO (Annual Accrual) <i>Paid Time Off (PTO) is used for scheduled personal leaves due to vacations, holidays, personal business or short-term illness.</i> <table><tr><th>Years Scheduled per week</th><th>0-5</th><th>After 5</th><th colspan="3">Years of Service</th></tr><tr><td></td><td></td><td></td><th>After 10</th><th>After 15</th><th>After 20</th></tr><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>28 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></table>	Years Scheduled per week	0-5	After 5	Years of Service						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	28 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	NOHS
Years Scheduled per week	0-5	After 5	Years of Service																																				
			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	28 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																																		
	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.																																						
Extended Illness Time – EIT (Annual Accrual) Hours Scheduled Per Week <table><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></table>	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	NOHS																														
20-31	4 days																																						
32-35	6.4 days																																						
36-40	8 days																																						
	Note: Maximum ceiling for EIT accrued is 480 hours.																																						

Employee Benefits Guide Template

Sabine Zange



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