**Benefits for St. Jude Neighborhood Health Centers Employees**

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| Full-time and Part-Time employees (20+ hours) may participate in the Organization's insurance programs. Under these plans, eligible employees will receive comprehensive health and other insurance coverage for themselves and their families, as well as other benefits.  Full-time Benefitted Employee = 64-80 hours/pay period  Part-Time Benefitted Employee = 40-71 hours/ pay period  Part-Time Non-Benefitted Employee = < 40 hours per pay period  Per Diem (Non-Benefitted) = Not regularly scheduled | | |
| **Benefits** | **What am I eligible to receive?** | **When am I eligible?** |
| Medical Insurance | HMO plan available through a major health insurance company | 1st day of the month after hire date |
| Prescription Coverage | Prescription drug coverage with a $5 copay for generic, $15 for name brand medication and the 3rd tier for non-preferred brand medication at a co-pay of $25 and 4th tier at a co-pay of 20% of the drug cost ($250 maximum co-pay) | 1st day of the month after hire date |
| Dental | Gold level HMO plan available that offers diagnostic and preventative care coverage, restorative coverage, and orthodontia. | 1st day of the month after hire date |
| Vision | Coverage allows for annual eye exams, lenses and frames with appropriate co-pay. | 1st day of the month after hire date |
| Term Life, Accidental Death & Dismemberment | Basic $50,000 term life insurance at no cost to employee. | 1st day of the month after hire date |
| Supplemental Term Life Insurance | A voluntary plan that allows employees to purchase additional Life Insurance for themselves, their spouses and/or their children. | 1st day of the month after hire date |
| Long Term Disability | Benefit-eligible employees receive a base plan that provides for 60% of base pay with a 180-day waiting period. Plan is integrated with other coverage, i.e. SDI or WC. | 1st day of the month after hire date |
| Tax-Free Dollar Plan (Flexible Spending Account) | A voluntary plan that allows you to pay your share of health care and dependent day care expenses on a pre-tax basis. The amount that you estimate to cover expenses for a calendar year is deducted from your paycheck before taxes. | 1st day of the month after hire date |
| Retirement Plan | 401(k) Contributory Plan with company match plus a company sponsored profit sharing plan based on eligible waiting period. | See plan guidelines |
| Paid Time Off (PTO) | PTO is available for you to use for vacation, holiday, short-term illness or other personal illness. Accrual is based on actual hours worked up to a maximum of 80 worked hours per pay period. PTO hourly accrual is based on years of service in a benefitted position. Accrual starts at 0.096 per hour worked. | Upon employment |
| Merit Increase | A merit increase based on a performance evaluation. | Annually |
| Bereavement Leave | Bereavement pay is granted in the event of the death of an immediate family member. | Upon employment |
| Employee Assistance Program | Access for counseling service for employee and family members. | 1st day of the month after hire date |