**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 periodPart-Time Benefitted Employee = 40-71 hours/ pay periodPart-Time Non-Benefitted Employee = < 40 hours per pay periodPer 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 |