



Benefit Summary

Hourly and Salaried Staff (Non-Management)

Stoughton Hospital offers an excellent benefit package to employees based on the eligibility levels noted below. For more information on these benefits, please contact Human Resources at (608) 873-2296 or hr@stohosp.com

Employee Status

Employee Type	I	II	III	IV	V
Budgeted Hours Per Pay Period (every 2 weeks) *	80 – 64	63 - 40	39 or Less	Per Diem (Registered Nurse Staff)	Occasional (Non-Registered Nurse Staff)

Vendor Profiles:

Health and Dental Insurance

Eligibility: Type I and II employees (40 or more hours/pay period). Coverage is effective the first of the month following hire date or status change.

Single Employee Family
Plus
One **

Dean Care HMO Health Insurance

Current Monthly Premium	\$365.70	\$786.25	\$1,095.48
Stoughton Hospital Pays	\$292.56	\$629.00	\$ 876.38
You Pay Only (monthly)	\$ 73.14	\$157.25	\$ 219.10

Group Health Cooperative HMO Health Insurance

Current Monthly Premium	\$334.93	\$720.11	\$1,001.21
Stoughton Hospital Pays	\$267.94	\$576.09	\$ 800.97
You Pay Only (monthly)	\$ 66.99	\$144.02	\$ 200.24

Delta Dental Insurance

Current Monthly Premium	\$30.30	\$62.09	\$122.32
Stoughton Hospital Pays	\$30.30	\$30.30	\$ 30.30
You Pay Only (monthly)	\$ 0.00	\$31.79	\$ 92.02

PTO (Paid Time Off)

PTO combines vacation, holiday, personal, and sick time into one bank of time off. Eligibility: All employees with the exception of Type IV and V employees (Per Diem and Occasional).

Length of Service	0 – 5 Years	6 – 10 Years	11 – 15 Years	16 + Years
Accrual Rate per Pay Period	0.08077/hr. worked per pay period	0.10000/hr. worked per pay period	0.11923/hr. worked per pay period	0.13846/hr. worked per pay period

Length of Continuous Service	Accumulation per Pay Period	* Employee working 80 hours per pay period	Accumulation per Year	Maximum Accrual
0 – 5 Years	6.46 Hours *		21 Days (168 Hours) *	300 Hours
6 – 10 Years	8.00 Hours *		26 Days (208 Hours) *	300 Hours
11 – 15 Years	9.54 Hours *		31 Days (248 Hours) *	300 Hours
16 + Years	11.07 Hours *		36 Days (287 Hours) *	300 Hours

Retirement Plan: Tax Sheltered Annuity – 403(b) Plan

As a benefit to you, there are two investment options available; *Lincoln Financial Group* and *RSM McGladrey* options. Eligibility: All employees age 18 or older are eligible to participate in the 403(b) plan, however to receive the employer matching contributions on deferrals up to 4% an employee must be age 21 or older, a Type I or II employee (40 or more hours/pay period), and have met the one year service requirement. This is a voluntary retirement plan and employee contributions are 100% vested. There is no waiting period to enroll in the plan.

Flexible Spending Account (Section 125) Plan

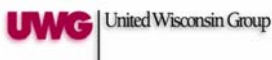
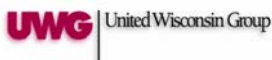
Eligibility: Type I and II employees (40 or more hours/pay period). You may elect to have pre-tax money deducted from your paycheck and placed in a spending account for qualified medical and/or dependent day care expenses. Coverage is effective the first of the month following hire date or status change.

Basic Life Insurance and Accidental Death & Dismemberment Insurance

Eligibility: Type I and II employees (40 or more hours/pay period). This benefit is completely paid for by the hospital. This is a term life insurance policy and the coverage is equivalent to one times the amount of your annual salary rounded up to the nearest \$1,000 with a minimum of \$10,000 and a maximum of \$200,000 and is effective the 1st of the month following hire date or status change.

Short Term Disability Insurance

Eligibility: Type I and II employees (40 or more hours/pay period). This benefit is completely paid for by the hospital. Benefit coverage is 66 2/3% of earnings up to \$1,500/week. Benefit period is 22 weeks. Benefit begins on day 4 for injury or illness. It may also be used if the employee qualifies and is eligible for Family and Medical Leave. Coverage is effective the first of the month following hire date or status change.



*Hours worked are based on employee status and do not fluctuate based on temporary increases or decreases in hours.

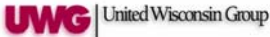
**Domestic Partnership coverage is a benefit under our health and dental insurance plans. Please see Human Resources for detailed eligibility requirements of these plans.



Supplemental Life Insurance

Eligibility: Type I and II employees (40 or more hours/pay period). This plan is voluntary, employee paid, and offers extra life insurance for yourself. Premiums are based on age and amount of coverage. You may enroll in increments of one, two, or three times your annual salary up to a maximum of \$200,000. Coverage is effective the first of the month following hire date or status change.

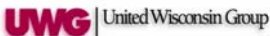
Monthly Age Rates per \$1,000 of Coverage	\$0.09	\$0.11	\$0.12	\$0.21	\$0.39	\$0.65	\$1.17	\$1.86	\$2.83
Age	Under 30	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69



Dependent Life Insurance

Eligibility: Type I and II employees (40 or more hours/pay period). This plan is voluntary, employee paid, and offers life insurance for your dependents. You may enroll in one of the three options listed below. Coverage is effective the first of the month following hire date or status change.

Coverage Options	Dependent Life Option 1 \$5,000 Spouse, \$2,500 Children	Dependent Life Option 2 \$10,000 Spouse, \$5,000 Children	Dependent Life Option 3 \$20,000 Spouse, \$10,000 Children
Monthly Family Rates	\$ 2.70	\$ 5.41	\$10.82



Long Term Disability Insurance

Eligibility: Type I employees only (64 or more hours/pay period). This plan provides income replacement when unable to work due to a certified medical disability. This insurance covers you after 150 consecutive days of total disability until age 65. Benefit coverage is 66 2/3% of earnings up to \$10,000/month. The cost of the premium is \$0.58 per \$100.00 of coverage divided by 24 payments a year. Coverage becomes effective the first of the month after 1 year of employment or change in status. The portion you pay is determined as follows:

Period Affected	Hospital Pays	You Pay
Effective the 1 st of the month following one year of full-time employment	0%	100%
Effective January 1 st following the date of your two and three year anniversary dates	25%	75%
Effective January 1 st following the date of your four and five year anniversary dates	50%	50%
Effective January 1 st following the date of your six year anniversary date	100%	0%



Tuition Reimbursement

Eligibility: Type I and II employees (40 or more hours/pay period). The hospital offers this benefit to encourage employees to upgrade their skills in areas that could benefit the employee and the hospital. Type I employees (64 or more hours/per pay period) are eligible for up to \$3,000 per year, and Type II employees (40 – 63 hours/pay period) are eligible for up to \$1,000 per year. Requires successful completion of introductory period prior to course start date, a grade of C or better and Director approval.

Wellness Program

Wellness Program *(new contract pending)*

Provides quality health services and health promotion programs.



Employee Paid Supplemental Insurance

Eligibility: Type I and II employees (40 or more hours/pay period). Coverage is effective the first of the month following hire date or status change. A concern for a growing number of Americans is the increasing burden of uncovered and out-of-pocket medical expenses, non-medical costs, and loss of income. Aflac provides the money you need to help with deductibles, treatment-related travel, daily living obligations, loss of earning power - any of life's necessities. Coverage options available include: Accident, Cancer Specified Disease, Specified Health Event, Dental, Vision, and Long Term Care.



Bereavement Leave

Full-time (Type I: 64 or more hours/pay period) employees may be granted 3 scheduled workdays of pay for the death of an immediate family member and 1 day for other relatives as defined in the policy.

Part-time (Type II: 40 – 63 hours/pay period) employees may be granted 1 scheduled workday of pay for the death of an immediate family member as defined in the policy.



Jury Duty Pay

Eligibility: Type I and II employees (40 or more hours/pay period). If you serve on jury duty on scheduled workdays, you will be paid the difference between the jury duty pay and your base rate of pay up to the scheduled work hours per day.

Membership Options Available

Other Benefit Services

*Employee Assistance Program *Direct Deposit Payroll Program *Payroll Deduction for Hospital Services

Discounts Available

Numerous discounts are available to you as a Stoughton Hospital employee. Please refer to *Staff Discounts – A Benefit to You* for a complete list.

