



MARIA PARHAM MEDICAL CENTER

Maria Parham Medical Center offers a competitive and comprehensive benefit program which is summarized below. More detailed benefit information and related costs are provided at Orientation, in the Employee Handbook, Organizational Policy Manual, and from the Human Resources Department.

Benefits...Summary at a Glance

Health and Dental Plan

Full time employees (full-time .8 or higher) working a minimum of 32 hours per week are eligible to participate in the plan the first of the month following 90 days of employment, or during the annual open enrollment period. The Medical Center offers the employee the option of two plans, the Premium Plan or the Base Plan. A majority of the cost of coverage is paid by the Medical Center. The Health Insurance **Premium** Plan bi-weekly premiums are: Single --\$30.23, Employee/Child-- \$76.38, Employee/Spouse--\$102.73, Family--\$127.56. The Health Insurance **Base** Plan bi-weekly premiums are: Single--\$23.58, Employee/Child--\$59.57, Employee/Spouse--\$80.13, Family-- \$101.43.

Eligible employees have the option to elect dental insurance. There are two options to choose from, the Base and the Option I Plan. The Base Plan bi-weekly premiums are: Single-- \$8.76, Employee/Child -- \$13.56, Family--\$16.69. The Option I Plan premiums are: Single--\$11.48, Employee/Child --\$18.12, Family --\$24.25.

Paid Time Off (PTO)

PTO can be used for vacation, personal time, illness, and holiday. Full time and part time employees (FTE .6 or higher) accrue PTO. Accrual rate is based upon years of service. Accrual begins with employment, but cannot be used until the successful completion of their three month orientation period.

Tax Sheltered Annuity 403(b) Plan

Retirement planning and saving is provided by offering a voluntary Tax Sheltered Annuity with matching contribution. The Medical Center will match forty cents on the dollar up to six percent of salary. Employees working 1000 hours a year may receive an annual contribution. The Medical Center matching and discretionary contributions are subject to vesting requirements. Participation in both plans is immediate upon employment.

Life Insurance

Full time employees working a minimum of 32 hours (FTE .8 or higher) per week and completed ninety days of employment receive one times their annual salary with a minimum of \$15,000 life insurance paid by the Medical Center. Voluntary life is offered with guaranteed coverage and paid entirely by the employee.

Credit Union

The Credit Union offers banking and financial services to staff members and their dependents after three months of employment.

Benefits...Summary at a Glance

Colonial Supplemental Voluntary Benefits – 100% paid by the employee

Short Term Disability

Provides a source of income protection.

Cancer

Helps protect yourself and your family from the high cost of cancer treatment.

Accident

Designed to help see you through the different stages of care for an accident.

Vision Care Program

Full Time employees (FTE .8 or higher) is eligible to participate. It is a voluntary program that limits the out-of-pocket expense for a routine eye exam to the \$15.00 co-pay and offers an annual allowance for eye wear.

The amount of the allowance varies according to the option selected by the employee, who pays premiums with pre-tax contributions.

Discounts/Services Provided by Maria Parham Medical Center

Discounts for services rendered by the Medical Center are available to all full time (FTE .8 and above) and part time employees (FTE .6 and above) and their immediate family. To be eligible to receive a discount you must have completed 90 days of continuous employment, and have the Medical Center's insurance or equivalent.

Full time employees may receive up to \$250.00 per year for outpatient services and up to \$150.00 per year for in-patient services. Part time employees may receive up to \$125.00 per year for outpatient services and \$75.00 for in-patient services.

Employee Assistance Program (EAP Program)

The EAP offers a brief confidential assessment/counseling service. Employees may receive up to three sessions per year at no cost to the employee. Employees have access immediately upon hire.

Flexible Spending Account

Full time employees (FTE .8 or higher) working a minimum of 32 hours per week can participate in the Flex Account. The plan allows participants to set aside tax-free dollars through salary reduction arrangements to cover health and dependent care expenses. Enrollment is held annually during the open enrollment period.

Bereavement Time

Full time (FTE .8 or higher) and part-time (FTE .6-.79) employees upon completion of their three month orientation period are eligible for paid time off in the event of a death of an immediate family member. Full time will receive up to 24 hours pay and part time will receive up to 8 hours of pay.

Cornerstones Will and Personal Planning

Employees are eligible to purchase four legal documents at a discounted price. The package includes your Will, your Living Will, a Healthcare Power of Attorney and a Financial Power of Attorney.

Cafeteria

The Medical Center operates a cafeteria offering breakfast, lunch, and dinner at affordable, discounted prices.

Employee Discount Program

Service and entertainment opportunities at discounted cost.

NC 529 Plan College Savings

College savings through payroll deduction.

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