

Benefits at a Glance 2019

Treasure Coast Hospice offers a comprehensive benefits package to staff who regularly work at least 30 hours per week. Eligibility begins the first of the month after 30 days of employment. All premiums reflected below are biweekly:

Medical - Cigna LocalPlus Open Access Plus High Option

	Premium Incentive Rate (employee must complete certain tasks to qualify for the lower rate)	Non-Premium Incentive Rate
Employee Only	\$77.09	\$87.09
Employee + Spouse / DP	\$329.37	\$339.37
Employee + Child(ren)	\$294.33	\$304.33
Employee + Family	\$630.72	\$640.72

Medical - Cigna LocalPlus Open Access Plus Low Option

	Premium Incentive Rate (employee must complete certain tasks to qualify for the lower rate)	Non-Premium Incentive Rate
Employee Only	\$56.95	\$66.95
Employee + Spouse / DP	\$246.85	\$256.85
Employee + Child(ren)	\$220.48	\$230.48
Employee + Family	\$473.68	\$483.68

Dental – Cigna

Employee Only	\$16.06
Employee + Spouse / DP	\$32.11
Employee + Child(ren)	\$35.32
Employee + Family	\$52.98

Vision – EyeMed

Employee Only	\$3.21
Employee + Spouse / DP	\$6.11
Employee + Child(ren)	\$6.43
Employee + Family	\$9.43

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Cigna 90 Now

- Choose to fill your prescriptions in a 90-day supply using a 90-day retail pharmacy in your plans network or Cigna Home Delivery Pharmacy
- Choose to fill your prescriptions in a 30-day supply using any retail pharmacy in your plan's network

Cigna Telehealth Connection

- Available through AmWell and MDLIVE
- Speak with a board-certified doctor and get care, including most prescriptions, for a wide range of minor conditions for \$25 copay

Life and AD&D Insurance - Cigna

- One time annualized salary/AD&D paid for by Treasure Coast Hospice
- Optional life plan is available through Payroll deduction

Short Term Disability - Cigna

- Employee Coverage paid for by Treasure Coast Hospice
- 14 day waiting period
- 60% of weekly earnings up to \$400 per week up to 24 weeks
- To report a disability claim call 1-800-362-4462

Voluntary Long Term Disability - Employee Paid – Cigna

- Voluntary benefit
- 180 day waiting period
- 60% of weekly earnings up to \$6,000 per month

Flexible Spending Account(s) – Eligible following six (6) months of employment

- Healthcare Reimbursement Account: \$2,650 max annual contribution
- \$500 rollover feature allows you to rollover \$500 of unused funds into the new plan year. All amounts above \$500 will be forfeited
- Dependent Care Reimbursement Account: \$5,000 max annual contribution

Tax Deferred Savings Plan/403b Retirement Plan - Mass Mutual

- All employees are automatically enrolled in the tax deferred Retirement Plan
- Upon completion of one year of service, a fixed non-elective 3% employer contribution will be made to employees' accounts that hold a part-time and full-time status

Earned Time Off (ETO)/Holidays

- 20 paid ETO days per year, 25 days ETO upon completion of five years of service, 30 days ETO upon completion of 10 years of service
- Six company paid holidays (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day)

Bereavement

Bereavement Leave of up to three paid workdays is available to all full-time and part-time (not per diem) employees in the event of a death of an immediate family member. Employees do not need to meet the one year eligibility requirement for Bereavement Leave. Immediate family includes: spouse, domestic partner, siblings, father, stepfather, mother, stepmother, children, stepchildren, grandparents, grandchildren and in-laws.

Jury Duty

Jury duty or testifying as a subpoenaed witness in a judicial proceeding is available to regular, benefited employees. If you are excused from jury duty during your regular work hours, you are expected to return to work. You will receive your regular pay upon submitting a jury service certificate. Any jury pay you receive from the judicial branch should be signed over to Treasure Coast Hospice to help offset the agency cost.

Tuition Reimbursement

Treasure Coast Hospice offers a maximum of \$1,500 a year for tuition reimbursement after completion of one year of full-time employment.

Professional Certification

After completion of one year of full-time continuous service, employees may be eligible for advanced certification. It must be job-related and the test passed. Examples are: CHPNA, CHPN.

IBM SE Employees' Federal Credit Union

- Free Checking and Online Bill Pay Services
- Low interest rates on VISA Credit Cards

Identity Theft Protection and Credit Monitoring

- All employees enrolled in Cigna's Life and AD&D program are covered by Cigna's Identity Theft at no cost

Employee Assistance Program – Aetna

- 6 confidential sessions per problem, per year
- All employees enrolled in Cigna's Life and AD&D program are covered by Cigna's Life Assistance Program providing 3 confidential sessions per year.

Eligible Dependents

- Legal Spouse or Domestic Partner (affidavit required). To be eligible to enroll in medical program, your spouse may not have an offer of group coverage through his or her employer or union.
- Dependent children to age 26, (to age 30 for medical if appropriate documentation is submitted)

Please note this document is subject to change with or without notice at any time.

As an Equal Employment Opportunity Employer, this organization does not discriminate on the basis of race, color, religion, creed, national origin, ancestry, age, sex, sexual orientation, sexual stereotyping, gender identity, marital status, pregnancy, medical condition, genetic information, disability, veteran status including status as a disabled veteran or Vietnam era veteran, or other factors protected by federal, state or local law. This policy applies to all employees with regard to recruitment and hiring, promotion, transfer, compensation, benefits, training, development, layoffs, leaves of absences, corrective action, termination, and all other human resources matters.

ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-877-261-6608 (use code 203282).

ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou.

Rele 1-877-261-6608 (use code 203282).