

OPELOUSAS GENERAL HEALTH SYSTEM EMPLOYEE BENEFITS

Paid Time Off:

Who receives: Full and part-time employees

Who pays: Opelousas General Health System

When eligible: Earn immediately; can use after 30 days of employment

What you receive: Full-time employees accrue 23 days per year from zero to four years employment, then 28 days per year from five to nine years, then 32 days per year at 10 years and above; Part-time employees accrue PTO based on the number of regular hours worked. The maximum PTO bank is 400 hours and there are two sellback periods per year.

Extended Illness Benefit:

Who receives: Full-time employees

Who pays: Opelousas General Health System

When eligible: Earn immediately; can use after 30 days of employment

What you receive: Five paid days per year. Must be out sick 24 work hours before EIB is used, except for day surgery or hospitalization. The maximum EIB bank is 720 hours.

Merit Evaluation:

Who receives: All employees

Who pays: Opelousas General Health System

When eligible: After first full-year performance evaluation

What you receive: Possibility of a merit increase (raise) based on your annual performance evaluation

Shift Differentials:

Who receives: All qualifying employees

Who pays: Opelousas General Health System

When eligible: Immediately

What you receive: Varies by position

Overtime/Holiday Pay:

Who receives: Hourly employees

Who pays: Opelousas General Health System

When eligible: Immediately

What you receive: Paid time and one-half your regular base rate for overtime in accordance with the Federal Fair Labor Standards Amendment of 1966 (OT requires departmental and administrative approval)

Holiday Pay: Seven paid holidays at 1 ½ time when worked during the recognized holiday

Bereavement Pay:

Who receives: All employees

Who pays: Opelousas General Health System

When eligible: Immediately

What you receive: Up to three days off with pay for death of an immediate family member

Direct Deposit is mandatory to a bank or prepaid card account

Health Insurance:

Who receives: Full and part-time employees

Who pays: Opelousas General Health System will pay a portion of individual premium and employee pays the rest

When eligible: 1st of the month following your hire date

What you receive: Employee & dependent coverage
Option 1: *PPO Co-Pay plan* – (\$25 - \$60 co-pay) Pays 80% of covered expenses*; annual deductible \$750 per person; FSA eligible

Option 2: *High-Deductible plan* – Pays 80% of covered expenses*; annual deductible \$2,500 employee, \$5,000 family; HSA eligible

*Refer to current OGHS benefit booklet for medical coverage benefits

Dental Insurance:

Who receives: Full and part-time employees

Who pays: Opelousas General Health System will pay a portion of individual premium and employee pays the rest

When eligible: 1st of the month following your hire date

What you receive: Employee & dependent coverage*

*Refer to current OGHS benefit booklet for dental coverage benefits

Vision Plan:

Who Receives: Full and part-time employees

Who Pays: Employee

When Eligible: 1st of the month following your hire date

What you receive: Provides eye exam, basic eyewear*

*Refer to current OGHS benefit booklet for vision coverage benefits

Life Insurance:

Who receives: Full and part-time employees

Who pays: Opelousas General Health System; employee can purchase additional life insurance

When eligible: 1st of the month following your hire date

What you receive: All full-time employees have \$25,000 worth of life, accidental death, and dismemberment insurance coverage

Employee Assistance Program:

Who receives: All employees.

Who pays: Opelousas General Health System

When eligible: Immediately

What you receive: EAP program includes up to eight confidential one-hour counseling sessions with local providers ready to help with your personal situation

Voluntary Benefits:

Who receives: Full and part-time employees

Who pays: Employee (voluntary)

When eligible: 1st of the month following your hire date

What you receive: Options to enroll in additional Life/AD&D, Accident, Critical Illness, Short-term Disability, Hospital Indemnity & Identity Theft

Disability Insurance:

Who receives: Full-time employees

Who pays: Opelousas General Health System

When eligible: After 18 months of continuous service

What you receive: After six months of total disability, employee will receive 60 percent of salary until age 65

Worker's Compensation:

Who receives: All employees

Who pays: Opelousas General Health System

When eligible: Immediately

What you receive: Medical payments and lost time in accordance with state regulations, including a waiting period of seven days before benefits begin

Social Security Replacement:

Who receives: All employees

Who pays: Employee

When eligible: Immediately

What you receive: Employee automatically contributes 7.65% of pay on a pre-tax basis into a self-directed retirement plan; employee is then exempt from paying Social Security taxes. Corebridge Financial is the third-party administrator providing investment options; account is 100% vested and funds are accessible upon separation or retirement. Contributions will be subject to the annual compensation limit under Internal Revenue Code (IRC) sections 401(a)(17) and 404(l).

401(a) Retirement Contribution:

Who receives: Full and part-time employees

Who pays: Opelousas General Health System

When eligible: Immediately

What you receive: Contribution equal to 5% of employee's wages into an OGHS-guided retirement account; contribution increases 2% every five years (max 13%). Partial vesting after two years of service and fully vested after six years. Vested funds are accessible upon separation or retirement. Contributions will be subject to the annual compensation limit under Internal Revenue Code (IRC) sections 401(a)(17) and 404(l).

457(b) Retirement Plan:

Who receives: All employees

Who pays: Employee (voluntary)

When eligible: Immediately

What you receive: Employee contributes pre-tax pay into a self-directed retirement plan up to Federal maximum; Corebridge Financial is the third-party administrator providing investment options; account is 100% vested and funds are accessible while employed (under specific conditions), upon separation or retirement

Credit Union:

Who receives: All employees

When eligible: Immediately

What you receive: Lower interest rates on financial loans, interest bearing accounts, CD's, Christmas Club, checking accounts, credit cards and more at Pelican State Credit Union and Advancial Federal Credit Union

Cafeteria & Gift Shop Discounts:

Who receives: All employees

Who pays: Opelousas General Health System

When eligible: Immediately

What you receive: OGHS provides a 20% discount on food & beverage in cafeteria and 20% off on select gift items in gift shop; payroll deduction allowed for charges

Education & Wellness Program:

Who receives: All employees

Who pays: Opelousas General Health System

When eligible: Immediately

What you receive: In-house continuing education; In-house gym; Annual wellness exam covered at 100%

Medical Home:

Who receives: All employees, spouses, and children on OGHS health insurance

Who pays: Opelousas General and employee

When eligible: Immediately

What you receive: Medical care with \$5 co-pay

Jury Duty:

Who receives: All employees

Who pays: Opelousas General Health System

When eligible: Immediately

What you receive: Hospital pays employee's full salary

Flexible Spending Account:

Who receives: Employees in OGHS PPO and Co-Pay Health Plans only

Who pays: Employee (voluntary)

When eligible: Immediately

What you receive: Employee contributes pre-tax pay into FSA up to Federal maximum; funds must be used within the calendar year for qualified medical expenses

Dependent Care FSA:

Who receives: Full and part-time employees

Who pays: Employee

When eligible: Immediately (voluntary)

What you receive: Employee contributes pre-tax pay into Dependent Care FSA up to Federal maximum; funds must be used within the calendar year for qualified dependent day care expenses

Health Savings Account:

Who receives: Employees in OGHS High-Deductible Health Plan only

Who pays: Opelousas General and Employee

When eligible: Immediately

What you receive: Employee voluntarily contributes pre-tax pay into HSA up to Federal maximum; OGHS annual contribution is \$600/single and \$900/family; Account is 100% vested for healthcare expenses and funds are accessible immediately upon deposit via bank debit card through Washington State Bank.