

Paid Time Off:

Who receives: Full time employees, and part-time based on hours worked.

Who pays: Opelousas General Health System

When eligible: After three months

What you receive: Full-time employees accrue 23 days per year from zero to five years employment; 28 days after five years employment. Part-time employees accrue PTO time based on number of regular hours worked. After 10 years employment, at five-year increments employee has additional one week or 40 bonus hours paid to them or placed into their present PTO balance. *Only on 10 year, 15 year, 25 year, etc. anniversary dates. Maximum accrual rate is 480 hours.

Extended Illness Benefit:

Who receives: Full-time employees.

Who pays: Opelousas General Health System

When eligible: After three months

What you receive: Five paid days per year. Must be out sick 3 days before EIB can be used. Maximum accrual rate is 480 hours.

Health Insurance:

Who receives: Full and part-time employees.

Who pays: Opelousas General Health System and you

When eligible: 1st of the month following the second full month of employment.

What you receive: Individual employee and dependent coverage; The basic plan covers 80 percent of covered expenses. The annual deductible is \$250 per person.

*Refer to employee benefit booklet on coverage of medical benefits.

Dental Insurance:

Who receives: Full and part-time employees.

Who pays: Opelousas General Health System and you

When eligible: 1st of the month following the second full month of employment.

What you receive: Individual employee and dependent coverage. **Full and part-time may participate in dental plan only when enrolled in health insurance plan.

***Hospital will pay a portion of individual premium for full and part-time employees.

Life Insurance:

Who receives: Full-time employees

Who pays: Opelousas General Health System

When eligible: 1st of the month following the second full month of employment.

What you receive: All full-time employees have \$25000 worth of life, accidental death, and dismemberment insurance coverage. *Option for additional life insurance.

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. *There is a waiting period of seven days before benefits apply.

Liability Coverage:

Who receives: All employees

Who pays: Opelousas General Health System

When eligible: Immediately

What you receive: *The hospital provides at no cost to the employee, professional liability coverage and maintains continuing professional liability insurance, as well as, general liability insurance. **OGH recommends enrollment in private professional liability insurance.

Tax Deferred Annuity:

Who receives: All employees

Who pays: You

When eligible: Immediately

What you receive: Employees contribute current Social Security rate on a pre-tax basis; personal investment choices. Withdrawal of funds available at termination or retirement.

Retirement Contribution:

Who receives: Full and part-time employees

Who pays: Opelousas General Health System

When eligible: Immediately

What you receive: OGH contributes percentage for employee based on his/her years of service.

Withdrawal of vested portion at termination or retirement.

Medicare:

Who receives: All employees

Who pays: Opelousas General Health System

When eligible: Immediately

What you receive: Hospital matches amount withdrawn from payroll (1.45%). OGH is considered a government employer, therefore is exempt, except for the medicare portion of social security.

Inservice Education:

Who receives: All employees

Who pays: Opelousas General Health System

When eligible: Immediately

What you receive: In-house continuing education through the performance improvement department; hospital satellite network.

Cafeteria Discount:

Who receives: All employees

Who pays: Opelousas General Health System and you

When eligible: Immediately

What you receive: Food selections at a 20 percent discount; free selected birthday meals to all employees; payroll deduction for charges.

Gift Shop Discount:

Who receives: All employees

Who pays: Opelousas General Health System and you

When eligible: Immediately

What you receive: Select gift items at a 20 percent discount; payroll deduction for charges.

Unemployment Compensation:

Who receives: All employees

Who pays: Opelousas General Health System and you

When eligible: In accordance with state regulations

What you receive: Weekly Benefits

Shift Differentials:

Who receives: All qualifying employees

Who pays: Opelousas General Hospital

When eligible: Immediately

What you receive: Varies by position.

Overtime:

Who receives: Hourly/wage employees

Who pays: Opelousas General Health System

When eligible: Immediately

What you receive: 1 ½ time in accordance with the Federal Fair Labor Standards Amendment of 1966. *Must have departmental and administrative approval.

Merit Evaluation:

Who receives: All employees

Who pays: Opelousas General Health System

When eligible: Immediately

What you receive: Annual performance evaluations with possibility of merit raise based on evaluation.

Credit Union:

Who receives: All employees

Who pays: Opelousas General Health System and you

When eligible: Immediately

What you receive: Lower interest rates on financial Loans; interest bearing accounts, Christmas Club accounts, checking accounts, CD's, credit cards and more.

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 in immediate family.

Jury Duty:

Who receives: All employees

Who pays: Opelousas General Health System and court

When eligible: Immediately

What you receive: Hospital pays employee's full salary.

Direct Deposit:

Who receives: All employees

When eligible: Immediately

What you receive: Convenience of depositing payroll check to your personal bank account automatically.