



NEW HIRE BENEFIT GRID – TEAM MEMBER
1/1/2022

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Health Insurance	Full-Time Part-Time	Owensboro Health & Team member	The 1st day of the month following 30 days of employment	<p>Below is the monthly premium rate, half is taken out the first pay period of each month and the other half is taken out of the last pay period of each month.</p> <p>Plan 1 with a Health Savings Account (HSA), account administered by HealthEquity. HSA contributions will be deducted every pay. Owensboro Health will match up to \$500 in your HSA. Please see match schedule for details.</p> <table border="1"> <thead> <tr> <th rowspan="2">Monthly Premiums (\$)</th> <th colspan="2">Plan 1 Tobacco Free</th> <th colspan="2">Plan 1 Tobacco User</th> </tr> <tr> <th>Full-time</th> <th>Part-time</th> <th>Full-time</th> <th>Part-time</th> </tr> </thead> <tbody> <tr> <td>EE</td> <td>\$119</td> <td>\$196</td> <td>\$207</td> <td>\$284</td> </tr> <tr> <td>EE+ Spouse</td> <td>\$249</td> <td>\$410</td> <td>\$337</td> <td>\$498</td> </tr> <tr> <td>EE+ Children</td> <td>\$156</td> <td>\$302</td> <td>\$244</td> <td>\$390</td> </tr> <tr> <td>Family</td> <td>\$314</td> <td>\$552</td> <td>\$402</td> <td>\$640</td> </tr> </tbody> </table> <p>Plan 2 with a Health Reimbursement Account (HRA). Owensboro Health will reimburse up to \$500 for claims incurred in 2022.</p> <table border="1"> <thead> <tr> <th rowspan="2">Monthly Premiums (\$)</th> <th colspan="2">Plan 2 Tobacco Free</th> <th colspan="2">Plan 2 Tobacco User</th> </tr> <tr> <th>Full-time</th> <th>Part-time</th> <th>Full-time</th> <th>Part-time</th> </tr> </thead> <tbody> <tr> <td>EE</td> <td>\$141</td> <td>\$226</td> <td>\$229</td> <td>\$314</td> </tr> <tr> <td>EE+ Spouse</td> <td>\$422</td> <td>\$601</td> <td>\$510</td> <td>\$689</td> </tr> <tr> <td>EE+ Children</td> <td>\$270</td> <td>\$433</td> <td>\$358</td> <td>\$521</td> </tr> <tr> <td>Family</td> <td>\$486</td> <td>\$751</td> <td>\$574</td> <td>\$839</td> </tr> </tbody> </table> <p>A Flexible Spending Account (FSA) is available for those who do not participate in the Health Insurance, or do not qualify for the HSA.</p>	Monthly Premiums (\$)	Plan 1 Tobacco Free		Plan 1 Tobacco User		Full-time	Part-time	Full-time	Part-time	EE	\$119	\$196	\$207	\$284	EE+ Spouse	\$249	\$410	\$337	\$498	EE+ Children	\$156	\$302	\$244	\$390	Family	\$314	\$552	\$402	\$640	Monthly Premiums (\$)	Plan 2 Tobacco Free		Plan 2 Tobacco User		Full-time	Part-time	Full-time	Part-time	EE	\$141	\$226	\$229	\$314	EE+ Spouse	\$422	\$601	\$510	\$689	EE+ Children	\$270	\$433	\$358	\$521	Family	\$486	\$751	\$574	\$839
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Wellness Program	All Team members and Spouses on Health Plan	Owensboro Health	Upon hire	Virgin Pulse is an incentive based health enhancement program which integrates health, wellness and life long well-being. It is personalized and team members earn points. Email support@virginpulse.com or call 1-888-671-9395 if you have any questions.																				
Dental Insurance	Full-Time Part-Time	Team member	The 1st day of the month following 30 days of employment	<p>Below is the monthly premium rate, half is taken out the first pay period of each month and the other half is taken out of the last pay period of each month.</p> <table border="1"> <thead> <tr> <th>Monthly Premiums (\$)</th> <th>Low</th> <th>Medium</th> <th>High</th> </tr> </thead> <tbody> <tr> <td>Single</td> <td>\$16.30</td> <td>\$24.74</td> <td>\$28.40</td> </tr> <tr> <td>Team member & Spouse</td> <td>\$34.18</td> <td>\$51.94</td> <td>\$59.42</td> </tr> <tr> <td>Team member & Child(ren)</td> <td>\$43.96</td> <td>\$74.20</td> <td>\$85.20</td> </tr> <tr> <td>Family</td> <td>\$56.32</td> <td>\$86.56</td> <td>\$99.38</td> </tr> </tbody> </table> <p><i>Benefit of Low Plan:</i> Preventative 100%, Minor 50%. Max. Annual Benefit \$1,000. <u>Major Services and Ortho not covered.</u></p> <p><i>Benefit of Medium Plan:</i> Preventative 100%, Minor 50%. Major: 50%, Max. Annual Benefit \$1,500. <u>Ortho not covered.</u></p> <p><i>Benefit of High Plan:</i> Preventative 100%, Minor 70%, Major Services 50%. Orthodontic 50%. Max. Annual benefit \$1,500. Ortho Lifetime Max. \$1,500.</p>	Monthly Premiums (\$)	Low	Medium	High	Single	\$16.30	\$24.74	\$28.40	Team member & Spouse	\$34.18	\$51.94	\$59.42	Team member & Child(ren)	\$43.96	\$74.20	\$85.20	Family	\$56.32	\$86.56	\$99.38
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Vision Insurance	Full-Time Part-Time	Team member	The 1st day of the month following 30 days of employment	<p>Below is the monthly premium rate, half is taken out the first pay period of each month and the other half is taken out of the last pay period of each month.</p> <table border="1"> <thead> <tr> <th>Monthly Premiums (\$)</th> <th>Basic Plan</th> </tr> </thead> <tbody> <tr> <td>Single</td> <td>\$8.92</td> </tr> <tr> <td>Team member + Spouse</td> <td>\$16.94</td> </tr> <tr> <td>Team member + Child(ren)</td> <td>\$17.84</td> </tr> <tr> <td>Team member + Family</td> <td>\$26.24</td> </tr> </tbody> </table>	Monthly Premiums (\$)	Basic Plan	Single	\$8.92	Team member + Spouse	\$16.94	Team member + Child(ren)	\$17.84	Team member + Family	\$26.24										
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Basic Life and Accidental Death & Dismemberment Insurance (AD&D)	Full-Time Part-Time	Owensboro Health	The 1st day of the month following 30 days of employment	For a full-time team member Owensboro Health provides life insurance equal to 1 1/2 times the team member's annual salary, up to a maximum of \$500,000 at no cost to the team member. For a part-time team member, Owensboro Health will provide a \$25,000 life insurance policy at no cost to the team member.
Supplemental Life and (AD&D) Insurance	Full-Time Part-Time	Team member	The 1st day of the month following 30 days of employment	Supplemental Life can be purchased from \$10,000 to \$300,000 in \$10,000 increments up to 5 times your annual base pay up to a maximum of \$300,000, whichever is less. Rates are based on age and amount of coverage.
Dependent Life and AD&D Insurance	Full-Time Part-Time Enrolled in Supplemental Life Insurance	Team member	The 1st day of the month following 30 days of employment	SPOUSE-Coverage for your spouse may be purchased in increments of \$5,000 UP TO 50% of the team member supplemental amount or \$150,000, whichever is less. CHILD-Coverage for your child, regardless of the number of eligible children, may be purchased in the amount of \$5,000 or \$10,000, not to exceed 100% of the team member supplemental amount.
Short Term Disability Insurance	Full-Time	Owensboro Health	The 1st day of the month following 30 days of employment	Employer provided accident and sickness insurance coverage for team members. Covers approved non-work related accident or illness. Benefit is 60% of basic weekly income, up to plan limit. Benefits payable the later of 15 days or after all accrued sick time is exhausted. Payable up to 26 weeks.
Short Term Disability Insurance	Part-Time	Team member	The 1st day of the month following 30 days of employment	Accident and sickness insurance coverage for team members. Covers approved non-work related accident or illness. Part-time team members can purchase a benefit of 50% or 60% of basic weekly income, up to plan limit. Benefits payable the later of 15 days or after all sick time accrued is exhausted. Payable up to 26 weeks. Cost is based upon age and benefit.
Long Term Disability Insurance	Full-Time Part-Time	Team member	The 1st day of the month following 30 days of employment	Team members can purchase 50% or 60% of basic monthly earnings up to a maximum of \$7,500 per month. Benefits begin after 180 day waiting period, age restrictions apply. Benefits are coordinated with Social Security, Worker's Compensation, etc.



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403(b) Retirement Plan	All Team members	Owensboro Health & Team member	Upon hire	Contributions are taken out each pay period of each month. Savings prior to taxes through payroll deduction. Owensboro Health matches 100% of the first 1% and then 50% the next 5%, plus 1.5% non-elective match based on previous year's eligible wages if team member is employed as of December 31. Fully vested after 2 years of 1,000 hours per calendar year. Auto enrolled at 3% then auto escalation of 1% each year up to 6%. Assets are held by Prudential. IRS max for 2022 is \$20,500 and catch up is \$6,500 for ages 50 and over.
College Bound Fund 529 Savings Plan	All Team members	Team member	Upon hire	Savings program designed to meet the requirements of a qualified state tuition program under section 529 of the Internal Revenue code.
Fitness Membership	Full-Time Part-Time Eligible dependents	Owensboro Health	Upon hire	Owensboro Health pays for the cost of membership to several fitness centers for team members and their eligible dependents. This is taxable income to the team member. Please contact HealthPark at 270-688-5433, Central City Convention Center at 270-757-1723, Hopkins County Family YMCA at 270-821-9622, Made4More at 270-971-1247, or Family Wellness Center 270-298-4500.
Action Center	All Team members	Owensboro Health	Upon hire	Workout center available at no cost to team members on Owensboro Health Regional Hospital campus. A waiver must be signed for use.
Tuition Reimbursement	Eligible Team members	Owensboro Health	Upon hire	Owensboro Health provides tuition reimbursement in accordance with the Tuition Reimbursement Policy.



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				Tenure	Full-Time Hourly	Full-Time Salaried	Part-Time*					
					PTO hours per pay period	PTO hours per pay period	PTO hours per each qualified hour paid	Maximum PTO accrual potential per pay period				
Paid Time Off	Full-Time Part-Time	Owensboro Health (At Base Rate)	Upon hire	Date of hire to 2nd anniversary (0 – 24 months of employment)	7.077	8.616	.0385	3.077				
				2nd anniversary to 4th anniversary (25 – 48 months of employment)	7.693	9.231	.0462	3.693				
				4th anniversary to 9th anniversary (49 – 108 months of employment)	8.308	9.539	.0577	4.616				
				9th anniversary to 14th anniversary (109 – 168 months of employment)	8.924	9.847	.0616	4.924				
				14th anniversary to 19th anniversary (169 – 228 months of employment)	9.539	10.154	.0693	5.539				
				19th anniversary (229 months or more of employment)	10.154	10.462	.0770	6.154				
				*Part-time team members accrue based on qualified hours.								
				Note: Team member must be in an active status to accrue PTO hours.								
Employee Assistance Program	All Team members and dependents	Owensboro Health	Upon hire	Six free counseling sessions, per issue, per family member, per year. Contact: Outpatient Counseling Behavioral Health Services Health Resource Center, HealthPark 1006 Ford Ave. Owensboro, KY 42301 270-688-4811								



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Access Perks Team Member Discount Program	All Team members	Owensboro Health	Upon hire	Provides discounts at participating area businesses. Owensboro Health team members present their employee badge at time of purchase to receive the savings. A list of participating businesses can be found on the Link website.
Bereavement Days	Full-Time	Owensboro Health (At Base Rate)	Upon hire	Owensboro Health offers bereavement time in accordance with policy.
Paid Jury Duty	Full-Time Part-Time	Owensboro Health (At Base Rate)	Upon hire	Your base pay for regular scheduled work hours. See Jury Duty Policy for specific guidelines.
Cafeteria Discount	All Team members	Owensboro Health	Upon hire	Discount of 25% at OHRH, OHMCH, Twin Lakes, Healthpark, Business Center and Parrish cafes. Team members must wear their employee badge for identification.
Pastoral Care	All Team members		Upon hire	This service is available to all team members.