

Paid Time Off:

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

Who pays: Opelousas General Health System

When eligible: After 30 days of employment

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 400 hours.

Extended Illness Benefit:

Who receives: Full-time employees.

Who pays: Opelousas General Health System

When eligible: After 30 days of employment.

What you receive: Five paid days per year. Must be out sick 24 hours before EIB can be used. Maximum accrual rate is 720 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 your hire date.

What you receive: Individual employee and dependent coverage;

Option 1: The basic plan covers 80 percent of covered expenses. The annual deductible is \$500 per person. FSA available.

Option 2: The HDHP covers 80 percent of covered expenses. The annual deductible is \$2,500/single and \$5,000/family. HSA available.

*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 your hire date.

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.

Vision Plan:

Who Receives: Full and part-time employees

Who Pays: You

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

What you receive: Provides exams and basic eyewear needs; *refer to brochure on coverage of vision plan

Life Insurance:

Who receives: Full-time and part-time employees

Who pays: Opelousas General Health System

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.

***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.

Social Security Replacement:

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: OGHS contributes percentage for employee based on his/her years of service. Withdrawal of vested portion at termination or retirement.

457(b) Plan:

Who receives: All employees

Who pays: You

When eligible: Immediately

What you receive: Employees contribute a voluntary amount on a pre-tax basis; personal investment choices. Annual maximum contribution applies.

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%). OGHS 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.

Cafeteria Discount:

Who receives: All employees

Who pays: Opelousas General Health System and you

When eligible: Immediately

What you receive: Food selections at a 20-25 percent discount; payroll deduction allowed 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 allowed for charges.

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.

*Direct Deposit is mandatory.

Medical Home:

Who receives: All employees

Who pays: Opelousas General Hospital and You

When eligible: Immediately

What you receive: Medical treatment for employees and their families covered under Opelousas General Health System's plan. \$5.00 co-pay

Wellness Program:

Who receives: All employees

Who pays: Opelousas General Hospital

When eligible: Immediately

What you receive: In house gym
Annual wellness covered at 100%

