



BENEFIT SHEET - CALENDAR YEAR 2024

Full-Time Employees Only

Health* – UMR provides medical and prescription drug coverage. Please note that the bi-weekly premiums listed below include wellness discounts and do not include tobacco surcharges.**

HSA-Compatible Plan			
Salary Range Up To \$15.00/hr	Salary Range \$15.01 to \$30.00/hr	Salary Range \$30.01 to \$45.00/hr	Salary Range \$45.01/hr & Up
Employee Only \$25	Employee Only \$27	Employee Only \$29	Employee Only \$31
Employee + Spouse \$169	Employee + Spouse \$182	Employee + Spouse \$196	Employee + Spouse \$216
Employee + Child(ren) \$131	Employee + Child(ren) \$144	Employee + Child(ren) \$157	Employee + Child(ren) \$169
Employee + Family \$218	Employee + Family \$239	Employee + Family \$258	Employee + Family \$278
Coplay Plan			
Salary Range Up To \$15.00/hr	Salary Range \$15.01 to \$30.00/hr	Salary Range \$30.01 to \$45.00/hr	Salary Range \$45.01/hr & Up
Employee Only \$45	Employee Only \$47	Employee Only \$49	Employee Only \$51
Employee + Spouse \$214	Employee + Spouse \$231	Employee + Spouse \$249	Employee + Spouse \$274
Employee + Child(ren) \$167	Employee + Child(ren) \$183	Employee + Child(ren) \$199	Employee + Child(ren) \$215
Employee + Family \$278	Employee + Family \$304	Employee + Family \$329	Employee + Family \$354

**Wellness Discounts – HSA-Compatible Plan \$20 EE/\$20 SP & Copay Plan \$40 EE/\$40 SP

**Tobacco Surcharge – HSA-Compatible Plan & Copay Plan \$30 EE/\$30 SP

Basic Group Life Insurance – This company paid benefit provides employees with Lincoln Financial Group Term Life & Accidental Death & Dismemberment insurance at the value of one and one-half times the employee’s annual base salary.

Dental* – These PPO MetLife Dental plans provide dental coverage. Bi-weekly premiums are displayed below.

Low Plan			
Employee Only-\$15.47	Employee + Spouse-\$22.94	Employee + Child(ren)-\$26.87	Employee + Family-\$35.98
High Plan			
Employee Only-\$21.70	Employee + Spouse-\$32.36	Employee + Child(ren)-\$37.91	Employee + Family-\$50.76

Vision* – This Superior Vision plan provides vision coverage. Bi-weekly premiums are displayed below.

Vision			
Employee Only-\$3.41	Employee & Spouse-\$6.76	Employee & Children-\$6.63	Employee & Family-\$10.08

Health Saving Account (HSA)* – This WEX plan allows employees to set aside dollars for qualified medical expenses on a pre-tax basis. Dollars roll over year to year. Must be enrolled in the HSA-Compatible Plan. Hendrick will make a bi-weekly contribution towards eligible employees HSAs to reach an annual contribution of \$500.

Flexible Spending Account* – This WEX plan allows employees to set aside dollars for qualified medical, dental and vision expenses on a pre-tax basis. Use-it-or-lose-it policy with \$640 roll over.

Limited Flexible Spending Account* – This WEX plan allows employees to set aside dollars for qualified dental and vision expenses on a pre-tax basis. Use-it-or-lose-it policy with \$640 roll over. Must also be enrolled in HSA.

Dependent Care Flexible Spending Account* – This WEX plan allows employees to set aside dollars for qualified childcare expenses on a pre-tax basis for children under the age of 13 when they’re claimed as qualifying dependents. Funds can also cover care for a disabled spouse or dependent of any age. This is a use-it-or-lose-it policy, with no option for rollover.

Long Term Disability* – This Lincoln Financial Group plan helps protect a portion of the employee’s income in the event they become disabled for a long period of time. Premiums are based on employee's age and annual salary.

Short Term Disability* – This Lincoln Financial Group plan helps protect a portion of the employee’s income in the event they become disabled for a short period of time. Premiums are based on employee's age and annual salary.

Critical Illness* – This Lincoln Financial Group plan provides a lump sum payout to insureds who are diagnosed with a covered illness. Several options are available and premiums depend on options selected.

Accident* – This Lincoln Financial Group plan provides payouts to insureds for covered accident-related injuries. Several options are available and premiums depend on options selected.

Hospital Indemnity* – This Lincoln Financial Group plan provides a lump sum payout to insureds who are admitted to the hospital for accident or injury. Several options are available and premiums depend on options selected.

Supplemental Term Life* - This Lincoln Financial Group plan provides financial security for beneficiaries. Several options are available and premiums depend on options selected.

Universal Life* – This Trustmark plan provides permanent life insurance to shield beneficiaries from financial hardship. Several options are available and premiums depend on options selected.

Legal* – This ARAG plan provides legal advice and assistance for a bi-week rate of \$8.08.

Identity Theft* – This LifeLock plan provides identity theft protection. Several options are available and premiums depend on options selected.

Retirement – *All employees are eligible.* Enrollment is automatic upon employment. This long-term savings plan through Fidelity, allows employees to plan for post-employment years. Employees are automatically enrolled to participate on a pre-tax basis. Employer will match full-time employees' contribution as determined by Hendrick. Employees may opt-out and receive a full refund within 90 days.

Cash Time Off – Cash Time Off (CTO) is a flexible benefit plan combining traditional days off such as vacation, holidays and sick time into one program. Employees who have completed 30 days of continuous employment are eligible. Accruals are based on years of service and hours paid per pay period.

Years of Employment	Accrued per Pay Period Full Accrual (80 hrs/pay period)	Maximum Accrual
0 - 4	The cash equivalent of 6.46 hours	The cash equivalent of 168 hours
5 - 14	The cash equivalent of 8.00 hours	The cash equivalent of 208 hours
15 +	The cash equivalent of 9.54 hours	The cash equivalent of 248 hours

Extended Illness Bank – Extended Illness Bank (EIB) is a benefit plan employees may access for a personal or family illness. Employees who have completed 30 days of continuous employment are eligible. Accruals are based on years of service and hours paid per pay period.

Years of Employment	Hours Accrued per Pay Period Full Accrual (80 hrs/pay period)	Annual Hours Accrued
0 - 4	1.54 hours	40 hours
5 - 14	1.85 hours	48 hours
15 +	2.46 hours	64 hours

Employee Assistance Program – *All employees are eligible.* Employees are eligible upon employment. This program provides confidential services to help you and your loved ones improve your quality of life.

Bereavement Leave – This benefit is available to employees upon employment. Employees receive compensation at their base rate for time lost from regularly scheduled work hours due to the death of a defined family member.

Jury and Witness Duty Leave – This benefit is available to employees upon employment. Employees receive compensation at their base rate for time lost from regularly scheduled hours due to active jury and/or time lost due to summons as witness for the benefit of Hendrick Health.

Leave of Absence – *All employees are eligible.* Employees are eligible based on criteria outlined in each leave policy. Proper notification is required. Our leave policies include Military Leave, Family and Medical Leave Act (FMLA), and Personal Leave of Absence.

Holiday Pay – *All non-exempt employees are eligible.* Employees are eligible upon employment. Additional compensation is provided for positions scheduled to work on an actual holiday: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas.

Differential Pay – *Specified non-exempt employees are eligible.* Employees are eligible upon employment (refer to policy). Additional compensation is available to designated positions scheduled to work certain hours or on weekends.

Employee Wellness Services – *All employees are eligible.* Upon employment, Employee Wellness verifies immunizations are current; offer Hepatitis B injection series to OSHA Category I or II employees. Employee Wellness also offers TB screenings, voluntary blood pressure assessment, annual flu vaccines, voluntary Wellness Program, and facilitation of return to work releases.

ProCare Worker Injury Program – *All employees are eligible.* Employees are eligible upon employment. This program provides for payment of medical expenses and partial salary continuation in the event of a work-related injury or illness approved for coverage under the program. Appropriate documentation is required.

Mission Support – Employees who have completed 1 year of employment are eligible. This program may provide paid time off benefits and medical supplies to eligible employees who participate in mission efforts.

Guardian Angel Fund – *All employees are eligible.* Employees who have completed 90 days of employment are eligible. This program may provide assistance to eligible employees, who have experienced a crisis or catastrophe, upon approval by the Guardian Angel Fund Committee.

Adoption Support – Employees who are full-time and who have completed 1 year of employment are eligible. This program may provide financial reimbursement to eligible employees who have legally adopted an eligible child.

Organ and Bone Marrow Donation Support – Employees who are full-time and who have completed 90 days employment are eligible. This program may provide paid time off benefits to eligible employees who donate an organ or bone marrow.

Employee Events – *All employees are eligible.* Hendrick sponsors several employee events throughout the year.

Employee Service Awards – *All employees are eligible.* Hendrick recognizes employee's dedication and loyalty to Hendrick and affiliates. Awards are presented annually to employees who have reached eligible years of service beginning at five years.

Employee Discounts – *All employees are eligible.* Upon employment, employees may access discounts and special offers through participating vendors.

***You must call BCI, the Hendrick Benefits Enrollment Center, at 877-540-6761 within 31 days from your date of hire to enroll.**

Elections made are effective the 1st of the month following 30 days of employment.

Employees may only make changes to their initial benefit elections during Annual Enrollment, unless the employee experiences a Qualifying Life Event (OLE). HR must be notified of QLEs within 31 days from the date of event, unless you are entitled to additional time under federal policy or program.

Questions? Contact Hendrick Health HR Benefits at Benefits@hendrickhealth.org or (325) 670-3163.

*Please refer to company policies and plan documents for detailed information and specifics.
Benefits are subject to change at discretion of Hendrick Health.*

Revised: 9//2023 (FT)