

ST. JOSEPH REGIONAL MEDICAL CENTER

Lewiston, Idaho

Summary of Employee Benefits Page 1

This summary is provided for brief descriptive purpose only and is subject to change. Questions and more detailed information can be obtained from the Personnel Department at 799-5311 or 799-5462. Status definitions (all hours are per two-week period and as regularly scheduled): Full-time (FT) 80 hours; Part-time (PT) 72-32 hours; PRN (on-call) 0 hours.

Benefit	Eligibility	Description	Who Pays
Medical/Dental Insurance	FT and PT. Effective 1 st of the month after hire date.	SJRMC offers a self-insured hospitalization, medical, and dental program. The program is administered by Regence Blue Shield of Idaho. The cost of the insurance is shared by the employee and the Medical Center. Details of coverage are explained in Member Handbooks available in the Personnel Office.	St. Joseph Regional Medical Center and Employee
Paid-Time Off (PTO) Extended Illness Bank (EIB)	FT and PT. Profiled 80 - 32 hours per pay period. Accrues from date of hire. May be used after 90 days of employment.	PTO to be used for vacation, holidays, and short-term illness/injury. Yearly accumulations include 6 holidays, 2 personal days, 11 to 25 vacation days (based on years of service) and 5 sick days for illness of 2 days or less. EIB used for long-term illness after second day of continuous absence. Annual accumulation of 7 days per year for a FT employee.	St. Joseph Regional Medical Center
Short-Term Disability (STD)	FT and PT. Profiled 80 - 60 hours per pay period.	STD pays a weekly amount of \$100 after employee's EIB is used. Payable for 26 weeks with a physician's release from work.	St. Joseph Regional Medical Center
Long-Term Disability (LTD)	FT and PT. Profiled 80 - 60 hours per pay period.	LTD begins after a 180-day elimination period, during which EIB and STD are used. LTD pays 60% of monthly salary. Payable until 65.	St. Joseph Regional Medical Center
AFLAC · STD · Cancer · Accident	All Employees.	Employees may purchase additional short-term disability, cancer insurance, and accident insurance. Open enrollment is every six months.	Employee
Retirement/Savings Plan	All employees profiled 32 hours or more per pay period	SJRMC matches \$.33 on every dollar employees contribute on the first six (6%) percent of earnings contributed to Diversified Investment Advisors. Contact Dennis Malone, Monday & Tuesday in Education Department Classroom 4, or call 799 5386 to enroll.	St. Joseph Regional Medical Center and Employee
Ascension Health Retirement Savings Plan	All employees hired after December 31, 2005	Employees will receive three (3%) of earnings automatic contribution to Diversified Investment Advisors after working at least 1,000 hours in one calendar year and working at least 500 hours per year thereafter (one year of vesting for every 1,000 hours of service in a calendar year). Contact Dennis Malone, Monday & Tuesday in Education Department Classroom 4, or call 799 5386 to enroll.	St. Joseph Regional Medical Center
Ascension Health Pension Plan	All employees hired prior to January 1, 2006	Five-year vesting, non-contributory pension plan. Normal retirement at age 65, early retirement at age 55. One-year of vesting for every 1872 hours of service in a calendar year. Automatically enrolled.	St. Joseph Regional Medical Center
Life Insurance	FT and PT. Profiled 80 - 60 hours per pay period.	Employees are provided one times their annual salary in life and accidental death and dismemberment insurance. Employees may purchase additional life insurance for themselves and their spouses. Dependent Children Life is also available for purchase.	St. Joseph Regional Medical Center
Pre-Tax 125 Plan	FT and PT.	Pre-tax earnings may be set aside for eligible out-of-pocket health care and dependent care expenses.	Employee
Educational Assistance	FT and PT. Profiled 80 - 32 hours per pay period.	Tuition Assistance for work-related classes and/or degree programs.	St. Joseph Regional Medical

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Benefit	Eligibility	Description	Who Pays
			Center
Employee Assistance Program	FT and PT. Profiled 80 - 32 hours per pay period.	Confidential, short-term, professional counseling services for employees and family members. Phone number 799-6500.	St. Joseph Regional Medical Center
On-site Day Care	All Employees.	Child care facility for children and grandchildren of employees. For children 6 weeks to 6 years. Phone number 743-6490.	St. Joseph Regional Medical Center and Employee
Pharmacy Prescriptions at SJRMC	All Employees.	Employees may purchase prescriptions from SJRMC Pharmacy for themselves, spouses, and dependents under age 25 at the Medical Center's cost.	St. Joseph Regional Medical Center and Employee
Exercise Facility	All Employees.	On-site workout room for employees and a guest. Two treadmills, recumbent bike, ARC trainer, Trotter resistance equipment, free weights, lockers, and showers. \$15 per person per month.	St. Joseph Regional Medical Center and Employee
Adoptive Child Stipend	FT and PT, employed nine months/child under age 18.	When adopting a child, employees are eligible for a \$500 stipend. Employees may also apply for a Personal Leave when adopting.	St. Joseph Regional Medical Center
Annual Wage Increases	All Employees after one year of employment	Performance-based increases are available to all employees in all positions to the maximum of position pay grade.	St. Joseph Regional Medical Center
Shift Differentials	All Employees	Incentive pay differentials are paid to employees working evening and night shifts. Evening differential of 8%, night differential of 11%..	St. Joseph Regional Medical Center
Christmas Club	All Employees	Non-interest bearing Christmas Club. Save for Christmas funds available in mid-November.	Employee
Cafeteria Discount	All Employees	Employees receive a 25% discount in the SJRMC Cafeteria.	St. Joseph Regional Medical Center and Employee
SPIRIT Program	All Employees	Employee cost-savings idea program. Employees find ways to save money for SJRMC and receive a percentage of the savings.	St. Joseph Regional Medical Center and Employee

Other benefits include: Jury Duty, Bereavement Leave, Social Security, Workers' Compensation, Unemployment Insurance, and Direct Deposit of Paychecks.

These benefits and costs will change from time to time as the Medical Center adjusts its benefits program.