

Following is a summary of our Employee Benefits Program. Additional information, including detailed provisions and limitations, is available in the Human Resources Department or intranet/HR Tab.

Benefits Overview



AETNA BEST CHOICE PPO	Per Pay Cycle Full Time	Per Pay Cycle Part Time
Employee	\$54.99	\$100.56
Employee & Spouse/Domestic Partner	\$133.13	\$234.15
Employee & Children	\$91.84	\$163.88
Family/ Domestic Partner	\$191.94	\$329.46

AETNA EPO	Per Pay Cycle Full Time	Per Pay Cycle Part Time
Employee	\$72.22	\$121.83
Employee & Spouse/ Domestic Partner	\$168.93	\$278.40
Employee & Children	\$118.21	\$196.46
Family/ Domestic Partner	\$240.72	\$389.67

AETNA HDHP	Per Pay Cycle Full Time	Per Pay Cycle Part Time
Employee	\$8.09	\$15.46
Employee & Spouse/ Domestic Partner	\$35.66	\$136.68
Employee & Children	\$20.07	\$92.11
Family/ Domestic Partner	\$59.22	\$196.75

RELIANCE STANDARD DENTAL – PPO	Per Pay Cycle Full Time	Per Pay Cycle Part Time
Employee	\$4.77	\$7.16
Employee & Spouse/ Domestic Partner	\$9.92	\$14.88
Employee & Children	\$9.29	\$13.93
Family/ Domestic Partner	\$15.76	\$23.64

AETNA DENTAL – DMO	Per Pay Cycle Full Time	Per Pay Cycle Part Time
Employee	\$3.51	\$5.27
Employee & Spouse/ Domestic Partner	\$6.67	\$10.01
Employee & Children	\$6.32	\$9.48
Family/ Domestic Partner	\$7.78	\$11.67

AETNA VISION – PPO	Per Pay Cycle Full Time	Per Pay Cycle Part Time
Employee	\$0.75	\$1.12
Employee & Spouse/ Domestic Partner	\$1.47	\$2.20
Employee & Children	\$1.34	\$2.00
Family/ Domestic Partner	\$2.06	\$3.08

Broward Health has established different medical premium rates for employees and/or their spouse who are tobacco users. If an employee/spouse is a tobacco user, he/she will pay an additional \$28.85 per pay period. If an employee and spouse are both tobacco users, an additional \$51.92 will be charged per pay period. For more information, please contact your Human Resources Department.

PROGRAM	WHEN ELIGIBLE	WHO PAYS	HIGHLIGHTS										
Health Plan	1st of the month following hire date	You/BH	Choice of 3 medical plans which include prescription coverage.										
Dental	1st of the month following hire date	You/BH	Choice of 2 dental plans which include preventive care and orthodontia treatment.										
Vision	1st of the month following hire date	You/BH	In-network and out-of-network coverage of private practice optometrists and national brand optical retailers.										
Life Insurance	1st of the month following hire date	BH	Basic coverage is one times annual salary. Accidental death is an additional one times annual salary.										
Business Travel	Immediately	BH	\$500,000 payable for accidental death occurring while traveling on BH business.										
Personal Leave -STAFF	Accrued days available 3 months after hire date. (Employees may be advanced PL time for certain holidays.) Physician PL prorated based on date of and schedule and is available for use immediately. Lump sum allotment at the start of the fiscal year with maximum 10 day carryover to new fiscal year.	BH	Paid time off for vacation, holiday and personal or illness days. See PL Policy for further details. Benefit is based on years of service and hours paid as follows: <table border="1"> <thead> <tr> <th>Yrs. of Service</th> <th>Max. Days Per Yr.</th> </tr> </thead> <tbody> <tr> <td>up to 4 years</td> <td>23 Days</td> </tr> <tr> <td>4+ - 9 years</td> <td>29 Days</td> </tr> <tr> <td>9+ years</td> <td>34 Days</td> </tr> </tbody> </table>	Yrs. of Service	Max. Days Per Yr.	up to 4 years	23 Days	4+ - 9 years	29 Days	9+ years	34 Days		
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Management Time Off (MTO)	Immediately	BH	Managers have access to the MTO program. Under MTO, managers may take time off (vacation time, sick time, holidays, personal time, jury duty, bereavement, etc.) as needed without a set number of minimum or maximum days, subject to approval from their supervisor. Requests for more than four consecutive weeks off requires approval from the CHRO in addition to the supervisor										
Sick Pay	Benefit available 3 months after hire date and is prorated for schedules of less than 80 hours per pay period	BH	Paid time off for illness/incapacitation, surgery or specific invasive procedures or for a prolonged illness or injury. See Sick Pay Policy for further details. Benefit is based on years of service and hours paid as follow: <table border="1"> <thead> <tr> <th>Yrs. of Service on July 1</th> <th>Max. Days Per Yr.</th> </tr> </thead> <tbody> <tr> <td>Less than 6 months</td> <td>05 Days</td> </tr> <tr> <td>6 months - 4 years</td> <td>15 Days</td> </tr> <tr> <td>4+ - 9 years</td> <td>20 Days</td> </tr> <tr> <td>9+ years</td> <td>30 Days</td> </tr> </tbody> </table>	Yrs. of Service on July 1	Max. Days Per Yr.	Less than 6 months	05 Days	6 months - 4 years	15 Days	4+ - 9 years	20 Days	9+ years	30 Days
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Voluntary Long-Term Disability -STAFF	1st of the month following hire.	You/BH	Up to 60% of basic weekly earnings provided during total disability. There is a 180 day elimination period.										
Long-Term Disability - MANAGEMENT/ PHYSICIANS	1st of the month following hire.	BH	Up to 60% of basic weekly earnings provided during total disability. There is a 180 day elimination period.										
Voluntary Short-Term Disability -STAFF	1st of the month following hire.	You	Up to 60% of basic weekly earnings provided during total disability. There is a 17 day elimination period.										
Pension Plan	1st of the month following 1 year of eligible service (vested after 5 years eligible service)	BH	Retirement income based on annual salary and length of service. Credit of 5% of base pay contributed by BH. "Portable" plan - lump-sum payout available at vested termination.										
Star Plus 403(b) Plan	Immediately	You/BH	Retirement savings on a pre-tax basis, BH matches up to 2.4% of your contributions after one year of eligible service.										
457(b) Deferred Compensation	Immediately	You	Additional Pre-Tax Savings Plan.										
Credit Union/Banking	Immediately	You	Banking program through payroll deductions.										
Continuing Education/ Certification Program	3 months after hire date	BH	Degree programs are reimbursed up to \$5,000 on a calendar year basis. Approved national certificate programs are reimbursed up to \$500 on a calendar year basis.										
Flexible Spending Accounts	Immediately	You	Pre-Tax Savings on Healthcare and Dependent Care Expenses.										
Health Savings Account	1st of the month following hire date	You	Pre-tax savings plan for qualified medical expenses when also enrolled in a high-deductible health plan.										
Employee Assistance Program	Immediately	BH	Confidential source of professional help for personal problems such as marital, financial, substance abuse, mental/nervous, etc.										
Professional and General Liability Claims	Immediately	BH	Malpractice coverage for BH related claims.										
Employee Health Services	Immediately	BH	Promotes employee wellness through various programs.										
Service Awards	Award for every 5 years of continuous service	BH	Recognition ceremony, cash award and certificate.										
Voluntary Employee + Dependent Life Insurance	1st of the month following hire.	You	Additional insurance may be purchased for yourself and dependents.										
Bereavement Leave	Benefit available 3 months after hire	BH	Employee may be granted up to 3 scheduled days (max 24 hrs.) of time off with pay to attend the funeral, make arrangements or complete family business for specific immediate family members.										
Jury Duty	Immediately	BH	Employees who are performing jury duty will receive a continuation of their current rate of pay including shift differential.										
Cafeteria Discount	Immediately	BH	Employees receive a discount on cafeteria meals purchased.										
Lactation Breaks	Immediately	BH	Lactation breaks available.										
Parking	Immediately	BH	Free Parking.										
Employee Travel Assistance Program	Immediately	BH	Provides emergency travel assistance.										
Identity Protection	Immediately	BH	Provides support services if you are the victim of identity theft.										