

Anthem Blue Cross & Blue Shield

2 plan options to choose from, including Preferred POS and Preferred POS HSA.

Life Insurance/ Accidental Death or Dismemberment

Group Term Life Insurance Coverage and Accidental Death and Dismemberment of 1x annual salary (minimum of \$20,000 of life coverage). 2x annual salary for 20+ years of service.

Employer pays total premium.

Note: premiums on UHH provided life insurance benefits over \$50,000, must be taxed per IRS guidelines.

Dental, Vision, Flex, Short- and Long- Term Disability, Retirement, and Supplemental Life Insurance

Please see additional sheets for details related to each benefit.

PTO (Paid Time Off)

Accrual begins upon first day of work.

Eligible to use PTO after 30 calendar days of employment.

100% employer funded.

PTO is paid time off from work for full-time and part-time employees for both scheduled and unscheduled time away from work. PTO accrues based on the number of hours an employee works. PTO is used for:

- Vacations
- Personal Days
- Holidays
- All Absences

Holiday Pay

Pays hourly or non-exempt employees time-and-one-half rate of pay for working on an eligible holiday shift.

Recognized UHH Holidays: New Year's Day, Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas.

On-Call Pay

All on-call personnel. 100% Employer funded.

When placed 'on call,' employees receive the applicable on-call rate of pay that is set for that occupational classification.

Call Back Pay

On-call personnel. 100% Employer funded.

Time-and-a-half rate of pay when called back in to work while in an on-call capacity.

Bereavement Pay

Eligible after 90 days of employment: pay equal for up to 24 hours maximum of scheduled paid time or 3 working shifts. Time period eligible to benefit is from the day of the death through two days after the funeral. 100% Employer funded.

Death in family for spouse, parent or legal guardians, children, brothers, sisters, grandparents, grandchildren, step-children, step-parents, step-grandparents, step-grandchildren, spouse's parents or legal guardians.

Other benefits include: On-campus and Mineral Point Wellness Center free membership for employees; massage therapy, acupuncture, over-the-counter medications sold at a low cost to employees; on-campus cafeteria, gift shop and free parking.

Employer Sponsored Events include: Family Appreciation Picnic, Hospital Week Cookout, Annual Awards Banquet, Annual Chili Cook-off, Quarterly Blood Drives and the 'WELAFF' program.

**Note that all benefits offered by UHH are subject to change or elimination, and receipt of such benefits is subject to the terms of the applicable plans and any eligibility requirements.*