

FLORIDA HOSPITAL TOTAL REWARDS

Benefits Compensation Work-life Recognition Development > > >

REWARD	WHO PAYS	WHEN YOU ARE ELIGIBLE	WHAT YOU RECEIVE
Paid Days Off (PDO)	Hospital	Accrual begins immediately; may be used after 90 days (may vary based on job class)	PDO to use for vacation, holidays and personal/family illness. Accrual begins on the first day of employment and varies according to employment status (full or part time), hours worked per year and years of service.
Bereavement Leave	Hospital	Immediately	Up to three days of bereavement leave are available for the death of members of immediate family. This leave will not impact available PDO.
Differential	Hospital	Immediately	Evening, night, weekend and holiday differential according to job classification.
Retirement*	Hospital and You	Immediately	Retirement income for eligible employees includes basic employer contributions and employer matching contributions, as well as tax-deferred employee contributions. New employees are automatically enrolled into AHRP with the ability to opt out. (www.ahrp.com)
Medical Benefits*	Hospital and You	After 90 days (may vary based on job class)	Florida Hospital provides a PPO health plan for full- and part-time employees and their eligible dependents. The plan covers physician office visits, outpatient and inpatient coverage, a prescription plan and mental health benefits.
Dental Benefits*	You	After 90 days (may vary based on job class)	Two dental plan choices (managed care and indemnity), administered by DeltaCare and Delta Dental Insurance.
Dental Reimbursement	Hospital	After second employment anniversary	Reimbursement of dental expenses according to Policy # 800.138 (full-time employees).
Vision Plan*	You	After 90 days (may vary based on job class)	Administered by VSP Vision Care and available to employee and dependents.
Other Insurance*	Hospital	After 90 days	Professional liability/malpractice insurance.
	You	After 90 days (may vary based on job class)	Options include short- and long-term disability, cancer, supplemental life and accidental death and dismemberment, and dependent life insurance.
	Hospital	After 90 days (may vary based on job class)	Basic life, accidental death and dismemberment.
Flexible Spending Accounts*	You	Immediately	Dependent care: maximum contribution is \$5,000 per year.
	You	Immediately	Adoption assistance: maximum contribution equals the Internal Revenue Service (IRS) limit.
	You	Immediately	Medical: maximum contribution is \$2,500 per year.

* For benefits-eligible positions, refer to Policies and Procedures for more details.

Continuing Education	Hospital	Immediately	Computer-based learning modules through NetLearning cover many subjects and programs, including department-specific classes and training sessions.
Medical Screening	Hospital	At time of employment and/or annually	Immunizations, tuberculosis (TB) testing and mask-fit testing are offered at the Employee Clinic for specific job functions at the time of employment and/or annually. Flu vaccinations are offered annually to all employees.
Children’s Academy at Loch Haven	You	Immediately	Located adjacent to the Orlando campus, the Children’s Academy accepts children from six weeks to five years of age, Monday through Friday, from 6:00 am to 8:00 pm. A before- and after-school program is also available for children up to age 12. “On the Mend” (OTM) care is provided to mildly ill children by the academy’s nursing staff. (www.YourChildrensAcademy.com)
Parking	Hospital	Immediately	Free, designated parking facilities are provided at all locations with employee identification badge.
On-Campus Dining	Hospital	Immediately	Thirty percent discount provided on select items at all cafeteria locations, as well as the Grain Chain and Lakeside Café.
Gift Shop	Hospital	Immediately	Ten percent discount on select Gift Shop purchases (all hospital campuses); twenty-five percent birthday discount. Payroll deduction available after receipt of first paycheck.
Credit Union	You	Immediately	Automated teller machines (ATMs) available at most campuses. Services include checking and savings accounts, mortgages, auto loans, personal loans and credit cards. www.FloridaHospitalCreditUnion.org
	You	After 90 days	Secured/signature loans.
Direct Deposit	Hospital	Immediately	Paycheck deposited directly into your checking and/or savings account.
EAP	Hospital	Immediately	Confidential counseling services offered to employees, their spouses and dependents. The EAP also provides support for financial and legal issues, as well as life coaching.
CREATION Health Employees	Hospital and You	Immediately	Wellness screening (biometrics), health risk assessment, personalized Action Plan and goal setting. Telephonic or face to face health coaching; health and wellness classes and activities also available.
Tobacco-Free Campus	Hospital	Immediately	Enjoy an environment free from tobacco, both in- and outdoors.
Employee Discounts	Hospital and You	Immediately	Participating local merchants offer discounts to Florida Hospital employees (i.e., on hotels, dining, automobiles, attractions, etc.).
SunRail Commuter Benefit	Hospital and You	Immediately	Florida Hospital provides a twenty-five percent subsidy on the total monthly SunRail election. www.wageworks.com/floridahospital
Recognition	Hospital	Immediately	Celebrations throughout the year to recognize performance, values and years of service with the hospital.

*For benefit-eligible positions, refer to Policies and Procedures for more details.

For more information regarding these benefits, contact your local Human Resources office.