

SARASOTA MEMORIAL HEALTH CARE SYSTEM

TOTAL REWARDS

REWARD	WHO PAYS	WHEN YOU ARE ELIGIBLE	WHAT YOU RECEIVE
Medical Benefits*	Hospital and You	After 60 days	SMHCS 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*	Hospital and You	After 60 days	Three dental plan choices administered by Aetna (Premium & Standard) and Humana Basic.
Vision Plan*	You	After 60 days	Administered by Humana and available to employee and dependents.
Other Insurance*	Hospital	After 60 days	Professional liability/malpractice insurance.
	Hospital and You	After 60 days	Options include short- and long-term disability, cancer, supplemental life and accidental death and dismemberment, and dependent life insurance.
	Hospital	After 60 days	Basic life, accidental death and dismemberment.
Flexible Spending Accounts*	You	Immediately	Dependent care: maximum contribution is \$5,000 per year.
	You	Immediately	Medical: maximum contribution is \$2,550 per year.
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
Paid Days Off	Hospital	Accrual begins immediately	PTO 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 PTO.
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, as well as tax-deferred employee contributions.
Child Care	Hospital and You	Immediately	2 locations (Hyde Park Street & Tuttle Avenue), the Child Care Centers accepts children from six weeks to five years of age, Monday through Friday, from 6:00 am to 6:00 pm. A before- and after-school program and summer camp is also available for children up to age 12.
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 cafeteria, as well as the 1700 South.

Gift Shop	Hospital	Immediately	Ten percent discount on select Gift Shop purchases. Payroll deduction available after receipt of first paycheck.
Credit Union	You	Immediately	Automated teller machines (ATMs) thru Achieva available at main campus. Services include checking and savings accounts, mortgages, auto loans, personal loans and credit cards. www.achieva.com
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.
Employee Health Services	Hospital	Immediately	Wellness screening (biometrics), health risk assessment, personalized Action Plan and goal setting. 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 SMHCS employees (i.e., on hotels, dining, automobiles, attractions, etc.).
Recognition	Hospital	Immediately	Celebrations throughout the year to recognize performance, values and years of service with the hospital.

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