

## Benefits Highlights - Effective January 3, 2021

### Eden Medical Center, Managers and Directors EEO 2 and above

Benefits are “generally” for full-time and part-time employees except where noted.  
(40 - 80 hours per pay period / .5 – 1.0 FTE)

Benefits	Who Pays	When Eligible	What You Receive
<b>Health Plans</b>	EMC and You	First of the month following 30 days of employment in a benefit-eligible position if you have enrolled prior to that date	Access to medical, dental, and vision coverage, with Sutter paying a significant portion of the cost.
<b>Wellness Program</b>	EMC	First of the month following 30 days of employment in a benefit-eligible position if you and/or your spouse or domestic partner have enrolled in a SutterSelect medical plan prior to that date.	Access to well-being activities, challenges, events, newsletters and rewards designed to help you improve your overall well-being.  Visit <a href="http://www.sutterhealth.org/SutterSelectWell-being">www.sutterhealth.org/SutterSelectWell-being</a> to learn more.
<b>Health Plan Rebate: Medical, Dental and Vision</b>	EMC	First of the month following 30 days of employment in a benefit-eligible position if you have enrolled prior to that date	Taxable payment each pay period if coverage is not needed and you elect the rebate.
<b>Pension Plan</b>	EMC	All employees enter plan on date of hire. Must complete 1,000 hours per calendar year. Cash Balance design 100% vested after 3 years of service. Traditional Pension design 100% vested after 5 years of service.	Two benefit designs from which to choose. Benefit formula and distribution options based on design selected. Decision Guide with instructions on how to choose plan design sent approximately 90 days after date of hire.
<b>Sutter Health 403(b) Savings Plan</b>	You (Voluntary)	All employees eligible on date of hire.	You may contribute a percentage of your income for retirement savings (pre-tax and Roth after-tax). If you do not enroll within 90 days of your hire date, you will be automatically enrolled at 3% of pay unless you opt out.
<b>Flexible Spending Accounts (FSA)</b>	You (Voluntary)	First of the month following 30 days of employment in a benefit-eligible position if you have enrolled prior to that date	You may set aside a portion of your pre-tax income to assist in paying for eligible expenses. The maximum 2021 employee contribution amount is \$2,750 for the Healthcare Flexible Spending Account and \$5,000 for the Dependent Care Account.
<b>Employee Assistance Program (EAP)</b>	EMC	Immediately available to all employees	Confidential counseling – 10 visits/yr for you and 5 visits/yr for your eligible dependents, includes assessment and referral services.

**Important Note:** If you are an employee covered by a Collective Bargaining Agreement (labor contract), your Collective Bargaining Agreement takes precedence over the benefits described in this booklet and the procedures to be followed in connection with those benefits, to the extent that they differ. If there is a difference between the information contained herein and the official plan documents including any applicable policy or contract, the official plan documents will govern.

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<b>Bereavement Leave Pay</b>	EMC	Available to Full Time/Part Time/Short Hour and Limited Term employees payable upon hire	Up to 3 days bereavement leave pay in the event of the death of a family member, and 1 day of bereavement leave pay for other relatives, as defined by the policy.		
<b>Employee Discounts</b>	You (Voluntary)	Immediately available to all employees	Special discounts to a variety of businesses, including childcare, theme parks, hotels, car rentals, area attractions, and businesses		
<b>Adoption Assistance</b>	EMC	After 12 months of continuous service in a benefit-eligible position	Reimbursement of 100% of eligible expenses associated with adoption of a child, up to a maximum of \$5,000 per calendar year.		
<b>Paid Time Off</b>	EMC	Immediately available to benefit-eligible employees  <i>PTO encompasses all time off – including Sutter Health recognized Holidays</i>	Years of Service	Maximum Accrual Per Pay Period	Maximum Accrual Per Pay Year
			Less than 3 years	9.54 hours	248 hours
			3 <sup>rd</sup> year and above	11.08 hours	288 hours
			The maximum PTO accrual is 400 hours.		
<b>Jury Duty Pay</b>	EMC	Immediately available to all full-time, part-time, short-hour (where applicable) and limited term employees.	Receive normal compensation while serving jury duty, as defined by the policy.		
<b>Salary Continuation</b>	EMC	Available to benefit-eligible employees upon completion of 3 month introductory period	Continuation of approximately 66.67% of normal gross pay for up to 180 days while disabled and receiving State Disability Insurance, Workers' Compensation and/or Social Security.		
<b>Long Term Disability</b>	EMC	First of the month following 30 days of employment in a benefit-eligible position if you have enrolled prior to that date	After 180 days of disability, employer paid benefit of 66.67% of salary up to \$20,000 per month (up to age 65).		
<b>Life and AD&amp;D Insurance</b>	EMC	First of the month following 30 days of employment in a benefit-eligible position	Provides a basic life insurance benefit as well as Accidental Death and Dismemberment (AD&D) coverage of 2x your base annual earnings (BAE) up to a maximum of \$500,000.		
<b>Supplemental Life Insurance</b>	You (Voluntary)	First of the month following 30 days of employment in a benefit-eligible position if you have enrolled prior to that date	You may elect employee supplemental life coverage up to \$1,000,000 at low group rates; Statement of Health Form may be required; Spouse, Domestic Partner, and Child coverage is also available.		
<b>Retiree Health Care Account Plan</b>	EMC	Upon retirement if age and service criteria have been met. Available to all employees.	Account balance available to retirees for reimbursement of after-tax health care premiums for medical, dental or vision coverage; \$1,000 per year of service up to \$20,000 at age 55, \$25,000 at age 60, \$30,000 at age 62 and uncapped at age 65.		
<b>Tuition Reimbursement</b>	EMC	Upon completion of 3 month introductory period (excludes Limited Term employees)	Reimbursement of tuition, books, and eligible fees for approved course work, up to \$2,500 tax-free and \$2,500 taxable (totaling \$5,000) per calendar year, as defined by the policy.		

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<b>Education Leave</b>	EMC	Upon completion of the 3 month introductory period (Excludes limited term employees)	Payment for time off to attend approved educational programs up to 40 hours (5 days) per calendar year (prorated for part-time employees).
<b>MetLife Voluntary Benefits</b>	You (Voluntary)	Enroll in Auto & Home and Pet Insurance at any time during the year.  Enroll in MetLife Legal Plans and Critical Illness as a New Hire or during Open Enrollment only.	Access to voluntary insurance products at reduced group rates. These benefits include Auto & Home Insurance, Pet Insurance, MetLife Legal Plans and Critical Illness Insurance programs.

We greatly value the contributions you make to our organization, which helps us provide exceptional care and service to patients and their families. To demonstrate our appreciation, we provide a “total rewards package”— your base pay and a comprehensive suite of medical, dental and vision benefits, paid time off and retirement savings. We’ve designed this progressive package to help enhance



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