

BENEFIT	DESCRIPTION	ELIGIBILITY	EMPLOYEE CONTRIBUTION	EMPLOYER CONTRIBUTION
<b>PTO</b>	Paid Time Off is paid time off from work for full-time and part-time employees for both scheduled and unscheduled time away from work. PTO accrues on the number of hours an employee works.	Accrual begins upon first day of work. Eligible to use PTO after 30 calendar days of employment.	None	100% Employer funded
<b>Holiday Pay</b>	<b>Recognized Holidays:</b> New Year's Day Easter Memorial Day Independence Day Labor Day Thanksgiving Christmas	Time and one half for working on an eligible holiday shift.	None	Pays hourly or non-exempt employees time-and-one-half for working a designated holiday shift
<b>Short Term Disability</b>	67% of an eligible employee's income is paid during an eligible disability. Maximum of 12 weeks. STD benefits begin on the fourth scheduled working day of disability for qualifying disabilities.	Full-time or regular part-time employees after completing 90 calendar days of employment, plus first of the next month.	None.	100% Employer funded
<b>On-Call Pay</b>	When placed "on call," employees receive \$1.25/hour or \$2.50/hour depending on occupation.	All on-call personnel.	None	100% Employer funded
<b>Call Back Pay</b>	Time and a half rate of pay when called back in to work	On-call personnel.	None	100% Employer funded
<b>Bereavement Pay</b>	Death in family for spouse, parent or legal guardians, children, brothers, sisters, grandparents, grandchildren, step-children, step- parents, step-grand parents, step-grand children, spouse's parents or legal guardians	Eligible after 90 days of employment: equal up to 24 hours of scheduled paid time or 3 working days/shifts. Time period eligible to use is from the day of the death through two days after the funeral.	None	100% Employer funded
<b>403(B) Retirement Savings Plan</b>	Qualified IRS Retirement Savings Plan which allows employees to contribute a percentage of their earnings on a pre-tax basis.	All employees are eligible to participate in the plan who are over 18 years of age	Pre-tax contributions up to 50% of gross wages	Effective 1/1/2007: possible to receive a matching contribution of up to 4.0% of employee's gross wages
<b>Flex Benefit Plan</b>	Section 125 of the IRS Code makes it possible for employees to pay insurance premiums, dependant care and medical expenses before taxes.	Greater than 20 hours per week	Contribute to 3 different categories = Insurance premiums, Dependent Care Expense & Medical Expenses.	Employer pays all administrative and enrollment fees
<b>Dental</b>	Delta Dental Plan – Single, Limited Family & Family plans offered	Greater than 20 hours per week.	<b>Single:</b> \$ 8.00/month <b>Limited Family:</b> \$28.00/month	<b>Single:</b> \$25.61/month <b>Limited Family:</b> \$38.34/month

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<b>Health</b>	Dean Health Plan – 3 different plan options to choose from including 2 HMO plans and 1 Point of Service Plan. Three tier options to elect including Single, Limited Family (employee plus 1 other person, and Family coverage.  <b>Discount Program:</b> All UHH employees and their immediate family members are eligible to receive a 20% discount on all eligible UHH provided services.	.5 FTE Status or greater. Minimum of 20 hours per week.	<b>Family:</b> \$40.00/month	<b>Family:</b> \$74.02/month		
			<b>PLAN 1</b>	<b>Single:</b> \$110.00/month \$55.00/pay period <b>Limited Family:</b> \$250.00/month \$125.00/pay period <b>Family:</b> \$360.00/month \$180.00.00/pay period	<b>PLAN 1</b>	<b>Single:</b> \$371.81/month <b>Limited Family:</b> \$785.89/month <b>Family:</b> \$1016.60/month
	Dean Care Point of Service Plan	.5 FTE Status or greater. Minimum of 20 hours per week.	<b>PLAN 2</b>	<b>Single:</b> \$50.00/month \$25.00/pay period <b>Limited Family:</b> \$130.00/month \$65.00/pay period <b>Family:</b> \$200.00/month \$100.00/pay period	<b>PLAN 2</b>	<b>Single:</b> \$371.13/month <b>Limited Family:</b> \$775.42/month <b>Family:</b> \$1003.22/month
			<b>PLAN 3</b>	<b>Single:</b> \$230.00/month \$115.00/pay period <b>Limited Family:</b> \$530.00/month \$265.00/pay period <b>Family:</b> \$700.00/month \$350.00/pay period	<b>PLAN 3</b>	<b>Single:</b> \$396.23/month <b>Limited Family:</b> \$816.40/month <b>Family:</b> \$1089.24/month
<b>Life Insurance/ Accidental Death Dismemberment</b>	Group Term Life Insurance Coverage and Accidental Death and Dismemberment of 1x annual salary. 2x annual salary for 20+ years of service	Greater than 20 hours per week	None (although premiums on UHH provided life insurance benefits over \$50,000, must be taxed per IRS guidelines)	Employer pays total premium		
<b>Supplemental Life Insurance</b>	Guaranteed issue up to \$250,000 on employee; and up to \$50,000 on spouse and \$25,000 on children; maximum coverage with underwriting of \$700,000 on self and \$300,000 on spouse.	Greater than 20 hours per week	Employee = 100%	None		
<b>Long-Term Disability</b>	Voluntary Long-Term Disability (LTD) plan	LTD – All benefit eligible employees are eligible to purchase the voluntary LTD insurance coverage	Voluntary LTD coverage = 100%	None		

**Wellness Center Fitness Facility on campus! Also, on campus Cafeteria & Gift Shoppe!**

**Many Employer Sponsored Events including:** Family Appreciation Picnic, Hospital Week Cookout, Annual Awards Banquet, UHH Golf Outing, Annual Chili Cook-off, Quarterly Blood Drives and the “We Care” program.