

EMPLOYMENT BENEFITS

Ours is an environment where teamwork thrives and employees are encouraged to deliver clinical and service excellence every day. As a member of the Tuomey healthcare team, you are the vital key to our ability to provide exceptional care to the Sumter community. One way we reward your strength and efforts is to provide an array of benefits designed to meet your evolving needs. As a full-time employee, you are eligible for all of the following benefits. As a regular part-time/PRN employee, you are eligible for the benefits marked with an asterisk (*) in the eligibility section.

BENEFIT	WHO PAYS	ELIGIBILITY	HIGHLIGHTS
Healthcare Coverage	Your coverage and family coverage available at economical group rates.	The 1st of the month following one month of full-time employment.	Covers hospital, medical and dental services and prescription drugs; coverage provided through Preferred Blue.
Pre-tax Premium Plan	You save on taxes.	Employees carrying Preferred Blue.	Your cost for coverage is made on a before tax basis so you save federal, state and FICA taxes on your contribution.
Medical Expense Reimbursement	You pay.	The 1st of the month following one month of full-time employment.	Pre-tax dollars for non-covered medical expenses, i.e., glasses, braces, co-pays and deductibles.
Hospital Discount	Hospital Paid.	Immediately	Hospital Discount: 20% discount on supplies, inpatient and outpatient services performed at the hospital for ex.: physical therapy, laboratory, X-ray, respiratory, speech & occupational therapy and emergency room.
Health Checks	Hospital Paid.	Upon hire and annually thereafter*	Routine health screening including: <ul style="list-style-type: none"> • Blood pressure check • Chest X-ray • Urinalysis • CBC • PPD • Hycel Panel • Rubella (upon hire only) • Mammography • Hepatitis vaccine series
Life Ins. Coverage Reliance Standard	Hospital paid.	The 1st of the month following one month of full-time employment.	1-1/2x annual salary.
Life Ins. Coverage Colonial Life Ins.	You pay.	Enrollment once a year; covered upon acceptance by Colonial.	Supplemental life insurance coverage available at group rates. Buy up to 1 or 2x annual salary.

AFLAC's Lifecare Cancer/ICUI	You pay.	Covered upon acceptance by American Family Life Assurance Co.	Supplemental life insurance coverage for yourself and your dependents.
Short Term Disability Insurance	You pay.	The 1st of the month following one month of full-time employment.	<ul style="list-style-type: none"> • Pays 1st day of injury or 8th day of illness • 50% of weekly salary for up to 6 months; maximum of \$750 wkly.
Long Term Disability Plan	Hospital paid.	After one year of full-time employment.	<ul style="list-style-type: none"> • Pays after 180 days of disability • Assures 60% of gross monthly income, up to \$7,500 monthly
Retirement Plan	Hospital paid.	After one year of service in which you are credited with 1000 hours of service.*	<ul style="list-style-type: none"> • Vested after 5 years of service • Monthly benefit payable at retirement based on a formula • Normal retirement at age 65 • Can early retire at 55 with 15 years of service • Disability
Tax Deferred Annuity (TDA)	You pay.	Immediately*	<p>You save for retirement with before tax dollars:</p> <ul style="list-style-type: none"> • You have a choice of investment options. • You receive quarterly statements of your accounts • You have a choice of investment options. • You receive quarterly statements of your accounts
Savings Bonds	You pay.	Immediately*	You can buy \$100 EE Savings Bonds through convenient payroll deduction.
Paid Time Off	Hospital Paid.	40 hours after 91 days and 91 days - 1 year of service = 2.00 hours per pay period.	<ul style="list-style-type: none"> • 1-5 years = 6.16 hrs. every 2 wks up to a max of 20 days a year • 5-10 years = 7.70 hrs. every 2 wks up to a max of 25 days a year • 10-15 years = 8.31 hrs. every 2 wks up to a max of 27 days a year • Over 15 years = 9.23 hrs. every 2 wks up to a max of 30 days a year
Funeral Leave	Hospital paid.	Immediately	Up to 3 days in the event of a death in your immediate family.

Other recruitment and retention benefits may include:

- Sign-on Bonuses (available for some positions)
- Retention Bonuses (available for some positions)
- Relocation Expenses (available for some positions)
- Education Assistance: tuition buy-back program available for some positions and scholarships

