



# 2014 Benefits at a Glance



Benefit	Effective Date	Features								
<b>*Health Plan Benefit including Prescription Drug coverage</b> <ul style="list-style-type: none"> <li>• Premium Partners Plan</li> <li>• Health Savings Account Plan (HSA)</li> </ul>	First of the month following date of hire	Two health plan designs from which to choose. Both plans use Scottsdale Health Partners, John C. Lincoln and Blue Cross Blue Shield of Arizona networks and include a Prescription Drug benefit featuring low co-pays and coinsurance.								
<b>*Dental Benefit</b> <ul style="list-style-type: none"> <li>• Basic &amp; Preventive</li> <li>• Comprehensive</li> </ul>	First of the month following date of hire	Two dental plans through MetLife. Major services and orthodontics are included in the Comprehensive Plan.								
<b>*Vision Benefit</b> <ul style="list-style-type: none"> <li>• SightCare</li> </ul>	First of the month following date of hire	Vision plan provided by SightCare. Uses Nationwide and SightCare networks. Includes out-of-network and LASIK allowance.								
<b>Wellness Program</b>	First of the month following date of hire	Free access to health education, tracking tools, presentations, challenges, assessments and health screenings geared towards creating healthy life choices. Incentives contingent on participation in the health plan. Register at <a href="https://shc.livepurewellness.com">https://shc.livepurewellness.com</a>								
<b>*Basic Life and AD&amp;D Insurance</b>	First of the month following date of hire	Full-time staff coverage equals annual salary. Part-time staff coverage is \$10,000. Fully paid by Scottsdale Healthcare.								
<b>*Voluntary Life Insurance (Staff Member)</b>	First of the month following date of hire	Optional additional life insurance equal to 1x or 2x annual salary.								
<b>*Voluntary Life Insurance (Dependents)</b>	First of the month following date of hire	Optional life insurance on spouse up to \$50K; children up to \$10K.								
<b>*Flex Spending Account</b> <ul style="list-style-type: none"> <li>• Healthcare</li> <li>• Dependent Care</li> </ul>	First of the month following date of hire	Set aside pre-tax dollars for unreimbursed healthcare expenses up to \$2,500 per year. Dependent care expenses up to \$5,000 per year. Flex card offers convenient method of paying eligible expenses. Participants in the HSA health plan are not eligible to enroll in a healthcare FSA.								
<b>Paid Time Off</b> Earned PTO hours may be used for holidays, vacations, personal business, short-term personal illness and family needs.	First day on the job	<table border="1"> <thead> <tr> <th>Length of Service</th> <th>Earned PTO Hours<sup>†</sup></th> </tr> </thead> <tbody> <tr> <td>Months 0-2</td> <td>5.52 hours per pay period</td> </tr> <tr> <td>Month 3 - Year 2</td> <td>7.12 hours per pay period (23 days/yr.)</td> </tr> <tr> <td>Years 3+</td> <td>8.61 hours per pay period (28 days/yr.)</td> </tr> </tbody> </table> † These amounts represent estimates based upon a 40-hour work week throughout the year. PTO accruals for part-time staff are pro-rated based on hours worked per pay period.	Length of Service	Earned PTO Hours <sup>†</sup>	Months 0-2	5.52 hours per pay period	Month 3 - Year 2	7.12 hours per pay period (23 days/yr.)	Years 3+	8.61 hours per pay period (28 days/yr.)
Length of Service	Earned PTO Hours <sup>†</sup>									
Months 0-2	5.52 hours per pay period									
Month 3 - Year 2	7.12 hours per pay period (23 days/yr.)									
Years 3+	8.61 hours per pay period (28 days/yr.)									

\* To be eligible for this benefit, you must be in a budgeted position scheduled to work 32 hours or more per pay period. For detailed information on any of the benefits mentioned here, visit [www.shc.org/benefits](http://www.shc.org/benefits).

This is a summary of the official Summary Plan Documents that legally govern the terms and operations of their respective plans. If there is a conflict between this summary and the official plan document, the terms of the plan document prevail.

Benefit	Effective Date	Features
<b>403(b) Retirement Security Plan</b> Pre-tax retirement savings with multiple investment choices. Administered by Prudential.	First day on the job	At the time you become eligible for company contributions, Scottsdale Healthcare will match dollar-for-dollar up to 4% of your eligible compensation.
<b>**Short Term Disability Insurance</b>	One year from date of hire (full-time employees only)	If you become temporarily disabled and unable to work, this benefit pays part of your wages up to 6 or 12 weeks per year depending on your length of service.
<b>**Long Term Disability Insurance</b>	First of the month following one year from date of hire (full-time employees only)	Pays 60% of your basic income if disabled. You have the option to purchase coverage for an additional 6.66% of your basic income.
<b>Employee Assistance Program</b>	First day on the job	Free counseling for you and your immediate family members. EAP crisis fund may be available for serious financial hardships.
<b>Commuter Connection</b>	First day on the job	Free bus and light rail passes, vanpools, referrals for carpools, and sheltered bike lockers. Alternative transportation users are eligible for quarterly prize drawings.
<b>*Critical Illness Insurance</b>	First day on the job	This program pays a lump sum of \$10,000 to use as you see fit if you are diagnosed with a critical illness in any of three categories. Spouses and children may also be covered.
<b>*Hyatt Legal Plan</b>	First day on the job	Provides you with affordable access to lawyers and financial advisers. Enroll your parents for a discounted fee.
<b>*Tuition Assistance Program</b>	After one year on the job	Tuition reimbursement is available for classes enrolled in after one year of employment. Prepaid tuition assistance is available for certain career-related classes. Annual maximum is \$5,250.
<b>Credit Union Membership</b>	First day on the job	Desert Medical Federal Credit Union has branches on Osborn and Shea campuses. Employees have many advantages for direct deposit, savings accounts, loans, and more.
<b>529 College Savings Plan</b>	First day on the job	Save through payroll deduction and withdraw funds tax free when used to pay college expenses. Plan is administered by Fidelity Investments.
<b>Group Automobile and Homeowners Insurance</b>	First day on the job	Purchase automobile and home insurance through Liberty Mutual Insurance Company at group rates with convenient payroll deduction.
<b>Pet Insurance</b>	First day on the job	Purchase VPI Pet Insurance for your dog, cat, bird or rabbit at group rates with convenient payroll deduction.

\* To be eligible for this benefit, you must be in a budgeted position scheduled to work 32 hours or more per pay period.

\*\* To be eligible for this benefit, you must be in a budgeted position scheduled to work 60 hours or more per pay period.

For detailed information on any of the benefits mentioned here, visit [www.shc.org/benefits](http://www.shc.org/benefits).

This is a summary of the official Summary Plan Documents that legally govern the terms and operations of their respective plans.

If there is a conflict between this summary and the official plan document, the terms of the plan document prevail.

Benefit	Effective Date	Features
<b>Personal Financial Education, Counseling, Debt Management</b>	First day on the job	Take Charge America offers confidential personal financial services including free HUD-certified homeowner counseling.
<b>Scottsdale Healthcare University</b>	First day on the job	A flexible approach to continuing education in partnership with eight colleges and universities. Degree and certification programs offer options such as on-site classes and online modules for at-home learning.
<b>Scottsdale Healthcare Child Care Center</b>	First day on the job	Located on the Shea campus, this outstanding learning center provides quality child care from ages 6 weeks through kindergarten Monday-Friday, 6 am to 8 pm.
<b>In-Home Sick Child Care</b>	First day on the job	When you have a mildly ill child and have to work, Bright Horizons sends a caregiver to your home. Your cost is only \$2 per hour for up to 3 dependents with a 4-hour minimum up to 15 days per year.
<b>Adoption Assistance</b>	First day on the job	Up to \$3,000 reimbursement for expenses related to adopting a child.
<b>Cafeteria and Gift Shop Discounts</b>	First day on the job	Employee discounts are as easy as swiping your identification badge at any campus cafeteria or gift shop.
<b>Group Discounts</b>	First day on the job	Discounts on computers, movie tickets, entertainment venues, sporting events, travel, and family entertainment. Additional discounts on a wide variety of services and products, including Essential Touch Spa.
<b>Computer/Electronics Purchase</b> • Purchasing Power	After one year on the job	Purchasing Power offers 12-month payroll deduction financing for qualified staff members after one year of employment.



**Employee Benefits Department**  
 8125 N. Hayden Road • Scottsdale, AZ 85258  
 480-323-4540 or email [employeebenefits@shc.org](mailto:employeebenefits@shc.org)  
[www.shc.org/benefits](http://www.shc.org/benefits)