

Summary of Benefits for Full Time and Part Time Employees

The Information herein is intended to provide a general highlight of benefit plans for eligible associates of Onslow Memorial Hospital Authority. Eligibility for benefits is subject to varying waiting periods and enrollment requirements. Be sure to review the plan documents carefully when you are asked to make specific benefit selections.

Unless otherwise noted, all contributions are paid through payroll deduction. If you have any questions regarding benefits or requirements please contact Human Resources.

Full details of these plans are available. Any discrepancy between the information distributed and the plan documents, the plan document will prevail.

Group Health Plan - Medical, Dental, Vision & Prescription

Employee Only:	Deductible	Out of Pocket Maximum
Preferred Providers	\$500	\$2,000
Non-Preferred Providers	\$750	\$3,000
Out-of-Network	\$1,500	\$5,000

Employee +1 or Family:	Deductible	Out of Pocket Maximum
Preferred Providers	\$1,000	\$4,000
Non-Preferred Providers	\$1,500	\$6,000
Out-of-Network	\$3,000	\$10,000

*Two Family members must meet the individual single out of pocket amount.

*Outpatient Lab Services and Imaging Services are paid at 100% for all covered services when performed at Onslow Memorial Hospital.

Dental Deductible

Single	\$50.00
Family	\$150.00

*Dental benefit is \$2,000 per year with basic services paid at 80%. You can use the dentist of your choice.

Vision

Annual vision exam	\$25.00 copay
Annual hardware allowance	\$130.00

Prescription Co-Pays

Generic	\$5.00
Preferred	\$30.00
Non-Preferred	\$50.00
Specialty	\$200.00

****Additional forms must be completed for Spousal Certification and Tobacco Attestation. ****

****Smoking Cessation programs available through BCBSNC. ****

RelyMD

- Access to a physician 24/7/365 via mobile app, web browser or telephone
- Provided by OMH to all employees and benefit eligible dependents (15 visits per year per person)
- Saves you time and money. Average wait time to see a physician is fewer than 10 minutes.
- Visit RelyMD.com/Onslow to register Group ID "ONSLOW"

Life and Accidental Death and Dismemberment (AD&D) Insurance (Full Time Only)

- Premiums paid by the hospital for Basic Life and Basic AD&D Insurance
- Employer pays 3x your Basic Annual Earnings up to \$600,000
- You can choose to purchase supplemental life coverage for you and your family

Long Term Disability (Full Time Only)

- Provided by the hospital
- Provides a monthly benefit of 60% of your base earnings until able to return to work full-time or until age 65
- Maximum benefit is \$6,000 per month and benefits are payable after a 90-day elimination period

Hospital Paid 403b Plan

- Funds deposited the first quarter of each year, based on prior year earnings.
 - 10+ years of service 3% of pay
 - 2-9 years of service 2% of pay

Elective 403b & 457b Plans

- Matching retirement available to all employees
- Pre-Tax contributions from 1-100% of compensation
- Hospital matches 50 cents for every dollar up to 6% of your earnings for your 403b
 - After 1-year of services and 1,000 worked hours
- All hospital contributions 100% vested after 5-years of service

Flexible Spending Account (FSA)

- Medical Care
 - Save for medical care expenses
 - Maximum annual contribution - \$2,750 pre-tax basis
- Dependent Care
 - Save for dependent care expenses
 - Maximum annual contribution - \$5,000 pre-tax basis

Life Lock Identity Theft Protection

- Exclusive offer for employees and families at discounted rates

Voluntary Benefits – Aflac and Lincoln

- Short-Term Disability, Critical Illness, Whole Life, Life Insurance, Accident Insurance, Dental, Vision, etc.
- Available at group rates

Paid Holidays

*New Year's Day *Good Friday *Memorial Day *Independence Day
*Labor Day *Thanksgiving Day *Christmas Day

Paid Time Off (PTO)

- Employees hired after March 1, 2019 are eligible to take accrued PTO after completing 6 months of employment. If you leave OMH or go PRN before completing a full 12 months of employment you will lose all PTO accrued.

Full Time	
Years of Service	Pay Period Accrual
0-5 years	6.16
6-10 years	7.70
11+ years	9.24

Part Time	
Years of Service	Pay Period Accrual
0-5 years	3.08
6-10 years	3.85
11+ years	4.62

Other Benefits

- Access to Credit Union
- Employee Referral Bonus Program
- Tuition Assistance
- Payroll Deduction for medical services
- Quick Charge Program
- Discounted Gym Memberships
- Area discounts
- Cafeteria – discounted meals
- Employee Health – PPD, Flu Vaccination, Free PSA or Mammogram

If you have any further questions, please contact Human Resources.