



Holidays

St. Bernard's observes six paid holidays each year. If you work the holiday, you will have 90 days to use your paid holiday time off. Full-time employees receive 8 hours of holiday pay. The authorized holidays are:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

Paid Time Off (PTO)

St. Bernard's offers employees PTO based on the following schedule upon completion of the first 90 days of employment in a full-time role.

Service	Full-time (40 hours per week)	Full-time (36 hours per week)	Full-time (32 hours per week)
	Hours	Hours	Hours
After 90 days	48	48	48
1-4 years	128	120	112
5-9 years	168	156	144
10+ years	208	192	176

Note: Full-time positions in an exempted status may be eligible for additional hours. Contact HR for more details.

403(b) Retirement Plan

The 403(b) is a tax deferred retirement savings plan. Employees are eligible to participate in the plan on the first day of employment. Employees are eligible for the employer match after completing 1,000 hours of work during the first 12 months of employment. St. Bernard's matches \$0.75 per \$1.00 for the first 6% you contribute.

Employee Assistance Program (EAP)

The St. Bernard's Counseling Center provides EAP services to employees and their families. EAP specialists will confidentially discuss challenges you and your family may be facing such as the following:

- Anxiety disorders
- Grief counseling
- Depression
- Spousal abuse
- Problems with children/teens
- Family therapy
- Drug and alcohol abuse
- Sexual abuse
- Gambling addictions
- Child abuse
- Attention deficit disorder
- Nicotine addiction
- Marriage counseling
- Eating disorders
- Social service referrals
- Children of divorce
- Stress

Wellness

We offer a wellness program to encourage you to make healthy lifestyle choices. With our program, you will learn more about your health and be empowered to make small to significant improvements to your lifestyle practice. The program includes free health screenings, annual health risk assessments, wellness classes, healthy recipes, and coaching program.

Medical Center

At St. Bernard's Healthcare, we offer our employees a competitive and comprehensive benefits program. This is one of many ways we recognize how important our employees are to the organization.

Medical Coverage

There is one medical plan available which utilizes the SHARP Network. Below are some plan highlights.

- \$1,000 in-network individual deductible/\$2,000 in-network family deductible
- \$35 copay for in-network primary care office visits
- In-network coverage—80% after the deductible has been met
- Out-of-network coverage—contact SHARP 870-972-0032.

Pharmacy

St. Bernards' pharmacy plan utilizes the Standard with Step Therapy Formulary. Different copayments apply depending on the type of drugs requested.

Flexible Spending Accounts (FSA)

Healthcare FSA

The healthcare FSA help you pay for IRS-approved medical, dental, and vision expenses not covered by your plan with pre-tax dollars. The maximum contribution to the healthcare FSA is \$3,050 per plan year.

Dependent Care FSA

The dependent care FSA lets you set aside pre-tax dollars to use toward qualified dependent care. The maximum amount you may contribute to the dependent care FSA is \$5,000 (or \$2,500 if married and filing separately) per plan year.

Dental Coverage

St. Bernards offers a robust dental plan with great in-network discounts through Arkansas Blue Cross and Blue Shield. The cost for dental coverage is separate from the cost of medical and vision coverage. Below are some dental plan highlights.

- Annual deductible—\$50 per covered person
- Annual maximum benefit—\$1,000 per covered person
- Orthodontia coverage for covered dependent children under age 19
- Deductible waived on preventive care

Vision Coverage

St. Bernards partners with Delta Dental of Arkansas to provide a robust vision plan. The cost for this coverage is separate from the cost of medical and dental coverage. Below are some vision plan highlights.

- Eye exam (every 12 months)—\$10 copay
- Frames (every 24 months)—\$25 copay (\$130 retail allowance after copay)
- Lenses (every 12 months)—\$25 copay
- Contact lens fitting exam (every 12 months)—\$35 copay

Life and Disability Insurance

Life and disability insurance is provided through USABLE.

Basic Life and AD&D Insurance

St. Bernards automatically provides employees a benefit of 1 times annual base pay (up to \$100,000), at no cost, for life insurance and accidental death and dismemberment insurance (AD&D).

Supplemental Life and AD&D Insurance

Employees have the opportunity to purchase additional life insurance in increments of \$10,000 up to 5 times your annual salary or \$200,000. The same coverage options exist for supplemental AD&D coverage.

If you elect voluntary life for yourself, you can also elect 50% of your amount up to \$100,000 for your spouse and a flat \$5,000 or \$10,000 for your child (\$1,000 for children age birth to six months).

Short Term Disability (STD) Plan

STD helps provide financial security while you are on an approved medical leave. STD replaces up to 70% of your pre-disability earnings for up to 25 weeks.

Basic Long Term Disability (LTD) Plan

St. Bernards offers a company paid LTD plan to all eligible employees. LTD replaces 40% of your monthly salary up to \$6,000 per month in the event you are unable to work for an extended period of time.

Supplemental LTD Plan

Eligible employees may purchase supplemental LTD. Supplemental LTD, when combined with Basic LTD, replaces up to \$8,000.