

Flexible Benefits Program

Barnes Jewish St. Peters Hospital offers employees and their dependents a flexible benefits program. The following is a brief overview of the benefits available and is not intended to serve as a legal document.

BENEFIT	ELIGIBILITY	DESCRIPTION
Insurance		*Employee contribution paid on a Pre-Tax basis.
Health Coverage*	FT and PT, benefits eligible employees and their dependents.	Multiple options available.
Dental*	FT, PT. Benefits eligible employees and their dependents.	Multiple options available.
Vision Plan	All employees and dependents	Discount plan, no bi-weekly premium.
Life and Accidental Death & Dismemberment Insurance*	FT: 1 st of the month after receipt of enrollment form. PT: Available after 5 years of service.	Company provided insurance for employee with option to purchase additional levels of coverage.*
Optional Accidental Death & Dismemberment Insurance*	FT: 1 st of the month after receipt of enrollment form. PT: Available after 5 years of service.	Option to purchase additional AD&D coverage for you and family at low group rates.*
Dependent Life	FT: 1 st of the month after receipt of enrollment form. PT: Available after 5 years of service.	Option to purchase life insurance on spouse and/or children.
Long Term Disability	FT and eligible PT employees may purchase LTD coverage at the 60% level. FT employees will receive 50% coverage after they have been employed for one year.	Income protection if you become disabled.*
Health Care Reimbursement Account* (HRA)	FT and PT: 1 st of the month after receipt of enrollment form.	Reduce current tax liability by paying for eligible medical expenses with pre-tax dollars; health, dental and vision.*
Dependent Care Reimbursement (DRA)*	FT and PT: 1 st of the month after receipt of enrollment form.	Reduce current tax liability by paying for dependent care expenses with pre-tax dollars.*
Travel & Accident	All employees upon employment.	Travel and accident coverage while on BJC Business (24 hour protection).
Bereavement Leave	FT and PT benefits eligible employees upon employment.	FT: up to 3 regular work days (or 24 hours) for death of immediate family member. PT: up to 12 hours for death of immediate family member.
Jury Duty / Poll Worker	FT & PT benefits eligible employees upon employment.	Full salary in addition to jury pay. Registered Poll Workers who are scheduled to work on election day.
Leave of Absence (LOA) Non-FMLA FMLA	All employees after 90 days of employment. After 12 months of employment.	Provides paid or non-paid time off for medical, family, education or military leave.
EDUCATION ASSISTANCE		
Tuition Assistance	FT and PT benefits eligible employees after 6 months of employment	Plan A: Tuition Reimbursement. Plan B: Tuition Loan for high demand fields.
Learning Accounts	FT and PT benefits eligible employees	Employee contributes up to \$500 into an account per year. 100% BJC match of employee contributions up to \$500.00.
Scholarship Funds	FT and PT benefits eligible employees.	Scholarship funds available for additional education assistance (at select BJC locations).
OTHER BENEFITS		

Pension Plan	All employees eligible once: 21 years of age, on staff minimum of 12 months, and work a minimum of 1,000 hours in the 12 months. Full vestment at 5 year of such service.	Provide fixed monthly income when eligible for retirement. Paid by BJC.
Retirement Savings Plus Program	All employees upon employment.	Opportunity for employees to invest in their retirement future with pre-tax dollars. A 401K Plan with employer match up to 1.75% of the first 4% you contribute.*
Promotion/Transfer Opportunities	All employees who qualify after establishing a good work record and meet transfer/promotion eligibility.	Provides opportunity for advancement and varied career experiences with BJC.
Direct Deposit - Banks or Credit Unions	All employees upon employment	Mandatory for new hires. Opportunity to establish Workplace Banking accounts with Bank of America or US Bank. No fee checking accounts plus other benefits.
US Savings Bonds	All employees	Option to purchase through payroll deduction.
BJC Fitness Center	All employees upon employment	Option to join as members.
Smoke Free Environment	All employees upon employment	Employees enjoy a healthful, smoke-free environment.
Influenza Immunization	All employees upon employment	Free annual immunizations.
Employee Activities	All employees upon employment	Year round employee oriented programs such as service recognition, discount tickets to local events, recreation parks, and more.
Employee Assistance Program (EAP)	All employees upon employment	Confidential assistance for general, family and work issues.
Shift Premiums	Eligible employees who work evening, night, weekend or holiday shifts	Provides additional incentive pay for working these shifts.

ETO/STDB

(Note: Based on full time (2080 hours worked annually))

Level	Eligibility (Note: Based on full time (2080 hours worked annually))		ETO		Total ETO	Total STDB
			Available	Accrued		
I	Staff with 0 through 4 years	Per Hour	0.0500	0.385	0.0885	0.0308
		Hours	104	80		
		Days	13	10		
II	Staff with 4 thru 9 years Manager/Supervisor with 0 thru 9 yrs. Directors with 0 thru 4 years	Per Hour	0.0500	0.0577	0.1077	0.0308
		Hours	104	120		
		Days	13	15		
III	Staff with 10 thru 14 years	Per Hour	0.0500	0.0654	0.1154	0.0308
		Hours	104	136		
		Days	13	17		
IV	Staff with more than 14 years Managers/Supervisors with 9 or more years. Directors with 4 or more years	Per Hour	0.0500	0.0770	0.1270	0.0308
		Hours	104	160		
		Days	13	20		