

Benefits Highlights - Effective January 1, 2023

Sutter Coast Hospital – Management Represented

Benefits are generally for full-time and part-time employees except where noted.
(40 - 80 hours per pay period / 0.5 – 1.0 FTE)

Benefits	Who Pays	When Eligible	What You Receive
Health Plans	SCH and You	First of the month following employment in a benefit-eligible position if you have enrolled prior to that date	Access to medical, dental, and vision coverage, with Sutter paying a significant portion of the cost.
Wellness Program	SCH	First of the month following employment in a benefit-eligible position if you and/or your spouse or domestic partner have enrolled in a SutterSelect medical plan prior to that date.	Access to well-being activities, challenges, events, newsletters, and rewards designed to help you improve your overall well-being. Visit www.sutterhealth.org/SutterSelectWell-being to learn more.
Health Plan Rebate - Medical	SCH	First of the month following employment in a benefit-eligible position and completion of enrollment steps	Taxable payment each pay period if coverage is not needed, and you elect the rebate.
Pension Plan	SCH	All employees enter plan on date of hire. Must complete 1,000 hours per calendar year. 100% vested after 3 years of service.	Annual employer pay credits equal to 5% - 12% of eligible pay based on years of service plus annual interest credits equal to the greater of the 30-year Treasury rate or 3.5%.
Sutter Health 403(b) Savings Plan	You (Voluntary)	All employees eligible to defer on date of hire.	You may contribute a percentage of your income for retirement savings (pre-tax and Roth after-tax). If you do not enroll within 90 days of your hire date, you will be automatically enrolled at 3% of pay unless you opt out.
Flexible Spending Accounts (FSA)	You (Voluntary)	First of the month following employment in a benefit-eligible position if you have enrolled prior to that date	You may set aside a portion of your pre-tax income to assist in paying for eligible expenses. The maximum 2023 employee contribution amount is \$2,850 for the Healthcare Flexible Spending Account and \$5,000 for the Dependent Care Flexible Spending Account.
Employee Assistance Program (EAP)	SCH	Immediately available to all employees	Confidential counseling – 10 visits/yr for you and 5 visits/yr for your eligible dependents, includes assessment and referral services.
Bereavement Leave Pay	SCH	Available to Full Time/Part Time/Short Hour and Limited Term employees payable upon hire	Up to 3 days bereavement leave pay in the event of the death of a family member, and 1 day of bereavement leave pay for other relatives, as defined by the policy.
Employee Discounts	You (Voluntary)	Immediately available to all employees	Special discounts to a variety of businesses, including childcare, theme parks, hotels, car rentals, area attractions, and businesses.

Important Note: If you are an employee covered by a Collective Bargaining Agreement (labor contract), your Collective Bargaining Agreement takes precedence over the benefits described in this booklet and the procedures to be followed in connection with those benefits, to the extent that they differ. If there is a difference between the information contained herein and the official plan documents including any applicable policy or contract, the official plan documents will govern.

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Adoption Assistance	SCH	After 12 months of continuous service in a benefit-eligible position	Reimbursement of 100% of eligible expenses associated with adoption of a child, up to a maximum of \$5,000.		
Paid Time Off	SCH	Immediately available to benefit-eligible employees <i>PTO encompasses all time off – including Sutter Health recognized holidays</i>	Years of Service	Maximum Accrual Per Pay Period*	Maximum Accrual* Per Year*
			0 thru 4 years	8.31 hrs	27 days (216 hrs)
			5 thru 9 years	9.85 hrs	32 days (256 hrs)
			10 + years	11.38 hrs	37 days (296 hrs)
			The maximum PTO accrual is 400 hours.		
Jury Duty Pay	SCH	Immediately available to all employees	Receive normal compensation while serving jury duty.		
Short Term Disability	SCH	Available to benefit-eligible employees upon completion of 3-month introductory period	Continuation of approximately 66.67% of normal gross pay for up to 180 days while disabled and receiving State Disability Insurance, Workers' Compensation and/or Social Security.		
Long Term Disability	SCH ("Core" benefit) and You (Voluntary "Opt up" benefit)	First of the month following employment in a benefit-eligible position if you have enrolled prior to that date	Employer paid Core benefit of 60% of salary up to \$5,000/mo (up to 5 years) or opportunity to "Opt up" to 60% benefit to \$10,000/mo (up to age 65) and you pay the difference. Payable after 180 days of disability.		
Life and AD&D Insurance	SCH	First of the month following employment in a benefit-eligible position	Provides a basic life insurance benefit of \$50,000 as well as Accidental Death and Dismemberment coverage of \$50,000.		
Supplemental Life Insurance	You (Voluntary)	First of the month following employment in a benefit-eligible position if you have enrolled prior to that date	You may elect employee supplemental life coverage up to \$1,000,000 at low group rates; Statement of Health Form may be required; Spouse, Domestic Partner, and Child coverage is also available.		
Retiree Health Care Account Plan	SCH	Upon retirement if age and service criteria have been met	Account balance available for retirees for reimbursement of after-tax health care premiums for medical, dental or vision coverage; \$1,000 per year of service up to the following: Age 55-59 = \$20,000 Age 60+ = \$25,000		
Continuing Education (CE)	SCH	Upon completion of 3-month introductory period (excludes Limited Term employees)	Payment for time off up to 3 days (24hours/yr) for job related CEU courses; pro-rated for part time.		
Tuition Reimbursement	SCH	Upon completion of 3-month introductory period (excludes Limited Term employees)	Reimbursement of tuition, books, and eligible fees for approved course work, up to \$2,500 per calendar year.		
Employee Recognition	SCH	Upon completion of 5, 10, 15, 20, 25, 30, 35, and 40 years of service	Activities and/or gift selection to recognize your contribution.		

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MetLife Voluntary Benefits	You (Voluntary)	Enroll in Auto & Home and Pet Insurance at any time during the year Enroll in MetLife Legal Plans and Critical Illness as a New Hire or during Open Enrollment only	Access to voluntary insurance products at reduced group rates. These benefits include Auto & Home Insurance (Auto & Home insurance policies are provided through Farmers Insurance), Pet Insurance, MetLife Legal Plans, Critical Illness Insurance Programs, Hospital Indemnity Plan, and Accident Plan.



We greatly value the contributions you make to our organization, which helps us provide exceptional care and service to patients and their families. To demonstrate our appreciation, we provide a “total rewards package”— your base pay and a comprehensive suite of medical, dental and vision benefits, paid time off and retirement savings. We’ve designed this progressive package to help enhance your work experience, while supporting your health, financial well-being and professional development.

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