



Employee Benefit Quick-Guide				
Benefit	Status			Description
	Full-time	Part-time	PRN	
<u>Differentials</u>				
Evening Shift	Yes	Yes	Yes	15% added to base rate of pay
Night Shift	Yes	Yes	Yes	19% added to base rate of pay
Weekend	Yes	Yes	Yes	25% added to base rate of pay
Holiday	Yes	Yes	Yes	50 to 100% to base rate of pay (holiday specific)
Paid Time Off (PTO)	Yes	Yes	No	Accrued per pay period based on hours, service and position
Extended Illness Bank (EIB)	Yes	Yes	No	Accrued per pay period based on hours
Short Term Disability	Yes	Yes	No	Choice of coverage options for medical disability
Long Term Disability Insurance	Yes	No	No	Choice of coverage options for medical disability
Health Insurance	Yes	Yes	No	Choice of employee only or family coverage on a PPO plan and HMO plan
Dental Insurance	Yes	Yes	No	Choice of employee only or family coverage on 2 PPO plans
Vision Insurance	Yes	Yes	No	Choice of employee only or family plans
Life Insurance	Yes	No	No	Employer paid; one times annual salary
Life Insurance Voluntary	Yes	Yes	No	Employee paid for self and/or dependents; several coverage options available at group pricing
401k Plan	Yes	Yes	Yes	Employee retirement savings plan with matching contributions by employer; plan limitations and parameters apply
The above information is intended as an overview of the Wesley Medical Center benefit package available. Certain benefits require waiting periods prior to eligibility. Wesley Medical Center reserves the right to change or revise guidelines without notice when such action is deemed necessary.				



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Medical Flexible Spending Account	Yes	Yes	No	Pre-tax dollars for qualified medical expenses
Dependent Care Flexible Spending Account	Yes	Yes	No	Pre-tax dollars for qualified daycare expenses
Long Term Care Insurance	Yes	Yes	No	Pays for medically qualified long term care received
Adoption Assistance	Yes	Yes	No	Assistance for expenses paid for the adoption of children
Tuition Reimbursement	Yes	No	No	Tuition assistance for approved coursework
Auto and Homeowners Insurance	Yes	Yes	Yes	Insurance plans available at group rates on 2 plans
Legal Benefit Plans	Yes	Yes	No	Discounted legal benefit plans
Fitness Center	Yes	Yes	Yes	Discounted membership to state of the art fitness center
Credit Union	Yes	Yes	Yes	On-site full service financial institution
Lifesaver Discounts Office Max GE Marketplace Dell Computers AT&T Sprint Verizon 1-800 Flowers Swiss Army Discounted Tickets (Theme parks)	Yes	Yes	Yes	Discounts available through specific corporate carriers
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