

ST. FRANCIS CONVENT BENEFITS SUMMARY



- ❖ **MEDICAL INSURANCE** – Administered by United Healthcare (UHC)
Benefits are effective the first day of the month following 30 days of employment (from date of hire).
 - **Option 1: Choice Plus Premier PROformance** - Traditional Copay Plan
 - **Option 2:** Choice Plus HSA Plan (HDHP)

- ❖ **HRA** – A Health reimbursement Arrangement, is a benefit funded by St. Francis Convent, Inc. that reimburses employees for out-of-pocket healthcare expenses incurred. Must be enrolled in one of the medical plans to be eligible for reimbursement.

- ❖ **DENTAL INSURANCE*** – Administered by Delta Dental of WI
 - Benefits are effective on the first day of the month following 30 days of employment (from date of hire).

- ❖ **FSA** – St. Francis Convent is pleased to offer the options of health care, limited purpose, and dependent care flexible spending account (FSA).
 - Benefits are effective the first day of the month following 30 days of employment (from date of hire).

- ❖ **VOLUNTARY BENEFITS** - Administered by Guardian Life
 - Benefits are effective the first day of the month following 30 days of employment (from date of hire).
 - Voluntary Life and Accidental Death & Dismemberment
 - Voluntary Short-Term Disability: Benefit duration is 13 weeks.
 - Voluntary Accident
 - Voluntary Critical Illness

- ❖ **RETIREMENT*** – Administered by Mutual of America Life Insurance Company
 - **403(b) Thrift Plans:** Roth (post tax) and Traditional Plan (pre-tax)
There is no minimum service requirement to make salary reduction contributions to this plan.
Employer contribution: Eligible after 1 year of service and completed 1,000 hours.

- ❖ **PTO** – Paid Time Off

- ❖ **HOLIDAYS** – 6 paid holidays annually

***Part-time employees working between 20-29 hours per week are eligible for the dental plan, PTO, paid Holidays and 403(b) only.**