



## APP Benefits

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In addition to competitive wages, the Hospital is able provide a well-rounded and comprehensive benefits package to our employees as outlined in the enclosed Benefits Summary. As a public entity, we participate in the benefits available through the Public Employee Benefits Board (PEBB), which provides the base of our benefits offered organization-wide. Included below is an overview of our benefits available with PEBB along with additional benefits the Hospital provides to our management and provider employees:

**Medical & Vision Insurance:** We offer six different medical/vision plans to choose from; four traditional and two Consumer Driven Health Plans. The hospital covers the cost of the Uniform Medical plans and Kaiser plan, or the equivalent there of, towards the elected plan for the employee. You are eligible to add any qualified dependents to your plan, but it would include a monthly premium.

**Dental Insurance:** We offer three different dental plans to choose from; one Preferred Provider and two Managed Care plans. Coverage is provided in full for the employee, as well to qualified dependents at no additional expense to the employee.

**Life Insurance:** The PEBB plan offers \$35,000 in coverage with an additional \$5,000 in AD&D. Management is also provided with an additional plan equivalent to their annual salary. Additional optional coverage is available at the group rates, paid by the employee.

**Long Term Disability:** The PEBB plan is \$240 per month with a 90 day waiting period. Management, including Providers, are provided with an additional benefit through Unum that provides 60% of pre-disability earnings not to exceed a monthly benefit of \$6,000.

**Long Term Care:** The hospital enrolls managers in a base plan, separate from PEBB, with a \$2,000 benefit for a duration of three years. Optional coverage can be elected at employee expense to increase the monthly benefit and/or duration.

**Flexible Spending (Section 125) Accounts:** These are federally regulated accounts that allow for contributions to be made pre-tax to pay for qualified out-of-pocket medical costs and/or dependent care. The hospital provides for a carryover of up to \$500 from healthcare accounts if funds are not exhausted in the plan year. All account fees are covered by the organization.



**Retirement Programs:** As a public entity employee, Deferred Compensation Plans come in the form of 403b and 457b Traditional and ROTH options. Contributions can be made up to \$17,500 for both the 403b and 457b. An additional \$5,000 can be contributed for employees aged 50 and older. The first semi-annual enrollment after completing 18 months' employment, the hospital will match contributions in the form of a 401a Pension Plan. Provided the employee is contributing at least 5% of earnings, the hospital will contribute 6.1%. This amount increases by a tenth of a percent each year up to a maximum of 6.5%. Employee 401a accounts are fully vested at the time of enrollment.

### **Additional Benefits**

- Island Health will arrange for and purchase your professional liability insurance for any time worked at Island Health.
- Island Health will bill, collect and retain all of the professional fees you generate in your practice
- CME up to \$1,500 annually for full time APC
- Island Health will pay for Nurse Practitioner License fee, DEA permit and Hospital Medical Staff dues
- Pay for membership with one professional organization annually

I hope you find this information helpful while you consider our employment opportunity; however, please do not hesitate to contact James Glade, Director Human Resources, with any questions at [james.glade@islandhospital.org](mailto:james.glade@islandhospital.org) or (360) 299-4285.