

St. Charles  
Parish Hospital

Managed by



## 2024 Benefits Highlights



### Transform Your Future with St. Charles Parish Hospital

We understand that work is a significant part of your life—but it's not the only part. That's why we offer benefits that help address practically every part of your life and help you be your best self. With unlimited growth potential, both professionally and personally, **now is the time to start your future with SCPH.**

## Core Benefits

We are proud to offer a benefits package that shows how much we care about you—each part of you! Our goal is to help you live healthy... live well... live smart... and live life!

	Benefit	Description
	<b>Medical Coverage</b>	Medical coverage is one of the most important benefits we provide employees. Our two medical plans offer access to high-quality providers, no-cost preventive care, prescription drug coverage and the option to use a Flexible Spending Account (FSA).
	<b>Dental Coverage</b>	We offer two dental plans, allowing you to choose the one that best meets your needs. All in-network preventive care is covered at 100%.
	<b>Vision Coverage</b>	Our vision plan helps cover the cost of eye exams, lenses and frames, and contact lenses. Plus, annual eye exams are \$10 with participating providers.
	<b>Life Insurance and AD&amp;D</b>	We provide life insurance (50% of annual base pay)—at no cost to you. Plus, you can choose optional term life and AD&D insurance for yourself, your spouse and/or your dependents.
	<b>Short- and Long-term Disability</b>	Protecting your salary in the event of disability is very important. That’s why we offer both short-term and long-term disability plans—they provide income replacement if you are ill/injured and unable to work.
	<b>Retirement Plan</b>	All employees are eligible to participate in our 457(b) retirement plan. And SCPH helps, too. After 1 year of service, SCPH matches 100% of your contributions (not to exceed 3% of your eligible compensation). Employer contributions are on a 5-year vesting schedule.
	<b>Paid Time Off &amp; Holidays</b>	Paid Time Off programs include General Purpose Time (GPT) and personal holidays. GPT is accrued based on your length of service. New hires accrue 18 days of GPT per year. Eligible employees also receive 9 paid holidays (including a personal holiday).
	<b>Paid Parental Leave</b>	We provide time off to bond with a new child as well as income protection to alleviate some of the financial challenges that arise with the addition of a new family member. <ul style="list-style-type: none"> <li>• Less than 2 years of employment: 100% pay for 3 weeks</li> <li>• 2-5 years of employment: 100% pay for 4 weeks</li> <li>• 5+ years of employment: 100% pay for 6 weeks</li> </ul>

## Additional Benefits

SCPH offers family-friendly, lifestyle and financial wellness benefits.



### Family-Friendly Benefits

We understand our employees are their best when they have work-life balance. That's why Ochsner offers several family-friendly benefits and resources, including:

- **Adoption Assistance** to help offset some of the qualified expenses associated with the adoption process (up to \$4,000 reimbursement per calendar year)



### Wellbeing

Free or affordable benefits to help you focus on your total wellbeing:

- **Employee Assistance Program (EAP)** with free, confidential counseling
- **Pathway To Wellness (PTW)**, a wellness program that rewards healthy choices
- **Cabana:** Virtual group support digital designed specifically for healthcare workers and moderated by licensed professionals
- **Weight Watchers**, with SCPH subsidizing 50% of the WW program if enrolled in one of the medical plans or Pathway to Wellness
- **Active&Fit Direct** offers a national network of gym and fitness membership at a reduced rate, starting at \$28 a month



### Lifestyle Benefits

We also offer several lifestyle benefits that help you further protect your family and loved ones.

These optional benefits give you the advantage of group buying power and discounted arrangements.

- Auto/Home Insurance
- Identify Theft Protection
- Off-the-Job Accident
- Critical Illness
- Legal
- Pet Insurance
- Hospital Indemnity



### Education Assistance

We also have several other programs to help you achieve financial well-being—now and in the future. These include:

- **Tuition Assistance** to help you pursue furthering your education with an undergraduate or graduate degree (up to \$3,000 per year for full-time/\$2,000 per year for part-time)
- **Student Loan Assistance and Loan Forgiveness** to help with student loan debt relief and assist with the student loan relief process (including Public Service Loan Forgiveness eligibility).



## About Ochsner Health

Located in Luling, Louisiana, just 20 minutes from New Orleans, St. Charles Parish Hospital is a not-for-profit 57 bed acute care facility.

Since 1959, St. Charles Parish Hospital has been providing quality healthcare to the residents of this community and the surrounding areas. St Charles Parish Hospital is owned by the citizens of St Charles parish and in 2014 entered into a management agreement with Ochsner Health. This partnership has allowed for the expansion of the services offered to our patients.

## Eligibility for Benefits

	Regular Full-Time .9 FTE	Regular Part-Time .6 - < .9 FTE	Part-Time < .6 FTE	PRN
Medical & Pharmacy	✓	✓		
Dental	✓	✓		
Vision	✓	✓		
Flexible Spending Account (FSA)	✓	✓		
Pathway to Wellness	✓	✓	✓	✓
WW (Weight Watchers® Reimagined)	✓	✓		
Retirement	✓	✓	✓	✓
Basic Term Life/AD&D	✓	✓		
Optional Term Life, Voluntary AD&D	✓	✓		

	Regular Full-Time .9 FTE	Regular Part-Time .6 - < .9 FTE	Part-Time < .6 FTE	PRN
Short-Term Disability	✓	✓		
Long-Term Disability	✓	✓		
General Personal Time (GPT)	✓	✓		
Holidays – Regular and Personal	✓			
Lifestyle Benefits	✓	✓		
Employee Assistance Program	✓	✓	✓	✓
Tuition Assistance	✓	✓		
Adoption Assistance	✓			