



Akron Children's Hospital 2020 Benefits Program Overview

Children's offers a quality benefits program that meets the varying needs of our employees and their families. You have the flexibility to choose different types and levels of benefits coverage and, in many cases, your benefits costs can be paid with pre-tax dollars.

Who is eligible for benefits?

- Regular full-time employees (budgeted for 36 – 40 hours per week)
- Regular part-time employees (budgeted for 16 – 35 hours per week)

When will my benefits start?

- Most benefits start on the first day of the month coinciding with or following your hire date.
- For example,
 - If your hire date is May 11, your benefits are effective on June 1.
 - If your hire date is May 1, your benefits are effective on May 1.
- Short Term Disability (STD) and Long Term Disability (LTD) start three months after your other benefits are effective.

How will I pay for my benefits?

- Benefit payments will automatically be deducted from your paycheck each pay period.

Who can I cover?

- Yourself
- Your legal spouse
- Dependent children up to age 26

What benefits can I elect?

- **Medical which includes Prescription**

- Preventive Care is paid at 100% for all Medical plans and includes routine physical exams, routine pap and mammograms, all immunizations, and well child care services. Also routine lab, X-ray, and medical testing associated with annual physicals (not diagnostic).

- Certain medications used to manage chronic conditions such as high blood pressure, diabetes, high cholesterol, COPD/asthma, multiple sclerosis, seizures, stroke, heart arrhythmia, women's health including breast cancer agents and prenatal vitamins, and mental health conditions such as depression are covered at 100%. To qualify, the medications must be listed on the \$0 copay drug list.

- Medical plans offered by Children's are subject to a spousal restriction: Working spouses must elect medical through their employer if coverage is available at 49% or less of the total cost of single coverage and can then be covered as secondary on Children's plan.

- **Dental**
- **Vision**
- **Life Insurance**
- **Dependent Life Insurance**
- **Short Term Disability**
- **Long Term Disability**
- **Healthcare Flexible Spending Account**
- **Dependent Care Flexible Spending Account**
- **Employee Assistance Program**

- **Voluntary Benefits:**

- **Critical Illness**
- **Accident Insurance**
- **Universal Life**
- **Home and Auto**
- **Identity Theft**
- **Pet Insurance**

