

PeaceHealth Benefits Overview



Our Mission

We carry on the healing mission of Jesus Christ by promoting personal and community health, relieving pain and suffering, and treating each person in a loving and caring way.

Our Core Values

Respect • Stewardship • Collaboration • Social Justice

Eligibility

Health & Welfare Benefits	Wellness Program*	Retirement Benefits
All regular FTE positions 0.5-1.0 FTE (20+ hours/week)	All caregivers (per diem, part-time, full-time)	

Health Benefits

- Three Medical plans: Exclusive Provider Organization (EPO), Preferred Provider Organization (PPO) & Account Based Health Plan (ABHP)
 - Full-time: PeaceHealth pays 100% of the cost of the ABHP medical plan premiums for employee coverage and 82% of the cost for dependent coverage.
 - Part-time: PeaceHealth pays 90% of the cost of the ABHP medical plan premiums for employee coverage and 70% of the cost for dependent coverage.
- Health Savings Account (HSA), if eligible, and enrolled in the ABHP with up to \$1,600 PeaceHealth contributions
- Dental and Vision
- Health Care and Dependent Care Flexible Spending Account
- Long Term Care

Life & Disability

- Basic Life & AD&D – paid by PeaceHealth
- Additional Voluntary Life and AD&D plans available for purchase
- Short Term & Long Term Disability coverage – paid by PeaceHealth
- Additional buy-up plans available for purchase

Paid Time Off (PTO)

- PTO can be used for vacation, holiday observance, illness, emergencies, and personal business.
 - PTO is accrued based on hours worked and years of service.
- Initial accrual for full-time caregivers: 24 – 28 days per year
- Accrual begins on the date of hire and is available for use immediately.

Retirement

- 403(b) TAX-DEFERRED PLAN***
 - Pre-tax contributions made by you
- 401(a) RETIREMENT PLAN***
 - Pre-tax contributions made by PeaceHealth
 - Eligible caregivers receive both matching (1% - 4%) and base (4% - 8%) contributions after completing service and hours worked requirements.

Work/Life Balance

- Transportation Benefit**
- Education Assistance**
- Incentivized Wellness Program (Free Fitbit and up to \$100 per quarter)
- Employee Assistance Program (EAP)***
- Life Balance Discounts*** (Fitness, travel, sports, etc.)