

Compensation Hourly rate + shift differential (if appl.): \$1.50/hr PM shift; \$2.50/hr NOC shift; \$.45/hr Saturday/Sunday AM
Hourly rate + shift differential (if appl.): \$.60/hr PM shift; \$1.00/hr NOC shift; \$.45/hr Saturday/Sunday AM

1. HEALTH / DENTAL / VISION INSURANCE

Aspirus Arise health coverage, Delta Dental coverage and Vision Service Plan (VSP) are effective the 1st day of the month following your date of hire. Enrollments and qualifying status changes must be made within 30 days of date of hire/date of change. The Employee cost per pay period is based on the employee's Full-time or Part-time status and the plan selected. Options available and the cost per pay period for each are shown below: (Note that premiums are deducted from 24 paychecks per year).

NOTE: If you are electing one of the 2020 health plans offered by North Central Health Care, you will need to open a Health Savings Account (HSA) with either Marathon County Employees Credit Union (MCECU) or Associated Bank in order to receive the NCHC contribution as well as any contributions you would like to make.

HEALTH PLAN 1 NCHC contributes to your Health Savings Account (HSA). Employees may also contribute. All contributions roll-over, year to year. HSA maximum contribution limits \$3,550 for Single and \$7,100 for family.
NOTE: Maximum includes employee plus employer contributions cannot exceed these amounts.

HEALTH COVERAGE

| Aspirus Arise - HEALTH | SINGLE | EE+SPOUSE | EE+CHILD(REN) | FAMILY |
|------------------------|------------------|------------------|------------------|------------------|
| | Employer | Employer | Employer | Employer |
| | HSA Contribution | HSA Contribution | HSA Contribution | HSA Contribution |
| | \$350* | \$700* | \$700* | \$900* |

*New Hires only: Contribution is prorated based on # of months of employment.

\$1,400 Annual Deductible per person (\$2,800 FAMILY or EE+1 or more) per calendar year (In-Network Aspirus Arise providers) After Annual Deductible is met, Coinsurance pays 80% (In-Network Aspirus Arise providers) or 50% (Out of Network). A higher deductible will be applied to Out of Network providers.

| Premium is based on FTE: | SINGLE** | EE+SPOUSE** | EE+CHILD(REN)** | FAMILY** |
|--------------------------|----------|-------------|-----------------|----------|
| .75 - 1.0 FTE | \$111.63 | \$255.75 | \$200.94 | \$304.45 |
| .5 - .74 FTE | \$194.32 | \$445.20 | \$349.78 | \$529.96 |

OR

HEALTH PLAN 2 NCHC contributes to your Health Savings Account (HSA). Employees may also contribute. All contributions roll-over, year to year. HSA maximum contribution limits \$3,550 for Single and \$7,100 for family.
NOTE: Maximum includes employee plus employer contributions cannot exceed these amounts.

HEALTH COVERAGE

| Aspirus Arise - HEALTH | SINGLE | EE+SPOUSE | EE+CHILD(REN) | FAMILY |
|------------------------|------------------|------------------|------------------|------------------|
| | Employer | Employer | Employer | Employer |
| | HSA Contribution | HSA Contribution | HSA Contribution | HSA Contribution |
| | \$1,000* | \$1,500* | \$1,500* | \$2,000* |

*New Hires only: Contribution is prorated based on # of months of employment.

\$2,800 Single Deductible (\$5,600 FAMILY or EE+1 or more) per calendar year (In-Network Aspirus Arise providers) After Annual Deductible is met, Coinsurance pays 90% (In-Network Aspirus Arise providers) or 70% (Out of Network). A higher deductible will be applied to Out of Network providers.

| Premium is based on FTE: | SINGLE** | EE+SPOUSE** | EE+CHILD(REN)** | FAMILY** |
|--------------------------|----------|-------------|-----------------|----------|
| .75 - 1.0 FTE | \$58.66 | \$134.39 | \$105.58 | \$159.36 |
| .5 - .74 FTE | \$117.31 | \$268.78 | \$211.16 | \$318.71 |

** Per Pay Period

EMPLOYEE HEALTH & WELLNESS CENTER

Employees and covered dependents participating in Health Plans 1 or 2, will have access to an on-site clinic on the Wausau Campus operated by Aspirus for various non-emergency acute, medical, lab and wellness services.

DENTAL

DELTA DENTAL – (PLAN MAXIMUM IS \$1,500 PER PERSON/PER YEAR)

| Premium is based on FTE: | SINGLE per pay period | FAMILY per pay period |
|--------------------------|-----------------------|-----------------------|
| .75 - 1.0 FTE | \$6.89 | \$18.37 |
| .5-.74 FTE | \$13.78 | \$36.74 |

VISION

VISION SERVICE PLAN – VISION

| Employees pay | SINGLE per pay period | FAMILY per pay period |
|-----------------|-----------------------|-----------------------|
| 100% of premium | \$2.69 | \$5.78 |



2. WISCONSIN RETIREMENT SYSTEM

6.75% Employee contribution (paid by you via payroll deduction)
6.75% NCHC's contribution

13.5% of your annual salary is paid into your WRS pension fund.

**Two optional Deferred Compensation programs are also available:
Pre-tax or Roth (after-tax) 457(b) Deferred Compensation through Voya or State of Wisconsin Deferred Compensation.



3. PRESCRIPTION DRUG PLAN

If you are enrolled in North Central Health Care's health plan, you are automatically enrolled in the Express Scripts Prescription Drug Plan. Only employees enrolled in NCHC health coverage have access to North Central Health Care's in-house pharmacy services.



4. TELADOC

NCHC employees who participate in the NCHC Health Plan, will have 24/7 access to Teladoc, a national network of U.S. board-certified physicians who use electronic health records, telephone consultations and online video consultations to diagnose, recommend treatment and write short-term, non-DEA-controlled prescriptions, when appropriate. The cost of a consultation with a Teladoc physician is \$45, which does apply to your health plan deductible.



5. ON-SITE EMPLOYEE HEALTH & WELLNESS CENTER

The Employee Health & Wellness Center Clinic provides easy access to convenient health care right where you work. Located on the Wausau Campus, the on-site clinic is available for employees and family members covered by the NCHC Health Plans. Operated by Aspirus and available at full time hours Monday through Friday, the clinic offers the following services:

- Annual Physicals: women's health, men's health.
- Chronic Condition Support: hypertension, diabetes, asthma, anxiety, depression, thyroid disorders and prescriptions.
- Health Monitoring: blood pressure, cholesterol, blood sugar, weight management, routine lab test and gynecological concerns.
- Common Health Issues: colds, sore throat, earaches, influenza, sinus infection, stomach disorders, nausea, skin problems: rashes, bug bites, minor wounds, suturing, strains, sprains, urinary tract infections.
- Wellness Care: Health screening, prevention education, general fitness assessment, goal setting and routine wellness advice.
- Lab Services and Procedures: Rapid strep test, urine dip stick, flu screens, pregnancy test and procedures such as mole and skin tag removal are provided at the onsite clinic.

*Ages 18 months and up



6. EXERCISE REWARDS

The Exercise Rewards program rewards you for working out at fitness clubs. It provides a range of prevention, wellness, fitness and specialty health care management programs. You need to work out at least 10 times per month at a qualified fitness center to receive your reward. You can receive credit for one fitness center visit per calendar day (with at least 8 hours between visits). If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by a different means.



7. FLEXIBLE SPENDING ACCOUNT (FSA)

Flexible Spending Accounts (FSAs) allow you to pay for out-of-pocket dependent care expenses only with pre-tax dollars. Your contributions are subtracted from your paycheck before federal, state, and FICA taxes are calculated on your pay, so you save money on taxes. Contributions for FSAs do not reduce your pay for purposes of determining your life insurance, long-term disability or retirement benefits provided by North Central Health Care. **NCHC offers Medical, Dependent Care and Limited Purpose FSAs.**

The Medical FSA and Limited Purpose FSA annual contribution limit is \$2,700. The Dependent Care FSA annual contribution limit is \$5,000. Visit the DBS website at www.dbsbenefits.com for a list of covered expenses.



8. LIFE INSURANCE

Group term life insurance may be purchased in amounts from one to five times your annual salary rounded to the next higher thousand dollars. Employee's cost per month for each \$1,000 of basic life insurance is listed below. Coverage is effective the 1st of the month after your hire date. (Premium rates are subject to change after June 30, 2020)

| | | |
|---------------------|---------------------|---------------------|
| \$.05 under age 30 | \$.08 for age 40-44 | \$.39 for age 55-59 |
| \$.06 for age 30-34 | \$.12 for age 45-49 | \$.49 for age 60-64 |
| \$.07 for age 35-39 | \$.22 for age 50-54 | \$.57 for age 65-69 |

If you elect basic coverage, you may also participate in a Dependent and Spouse Plan.

1 Unit of coverage provides \$10,000 spouse and \$5,000 dependent (per each). Cost is \$1.75 per unit, per month.

2 Units of coverage provide \$20,000 spouse and \$10,000 dependent (per each). Cost is \$3.50 per unit, per month.



9. INCOME CONTINUATION INSURANCE FOR SHORT- AND LONG-TERM

The Income Continuation Insurance (ICI) benefit is an “income replacement” benefit payable if you become disabled. This insurance is available to all NCHC employees who are eligible in the Wisconsin Retirement System. ICI provides replacement income for disabilities which are short- and long-term. The benefit usually lasts until you are no longer disabled or you reach age 65 (with some exceptions), whichever is sooner.

Note: ICI Standard Coverage is FREE to all eligible NCHC employees who participate in the WI Retirement System. You must enroll within 30 days of date of hire by submitting a paper form to receive this benefit.

Standard Coverage – Covers up to \$64,000 of annual earnings. The maximum benefit is \$4,000 per month. The premiums are waived for both the employer and employee.

Supplemental Coverage – Provides an additional benefit of up to \$3,500 to employees whose annual salary exceeds \$64,000. Covers between \$64,001 and \$120,000 of annual earnings. The maximum combined benefit is \$7,500 per month. You must have standard coverage to apply for supplemental coverage. The premiums are paid entirely by the employee.



10. VOLUNTARY BENEFITS are offered on a voluntary basis using payroll deduction to employees working at 0.5 FTE status or above.

SHORT TERM DISABILITY coverage will pay a percentage of gross monthly salary if you should become injured or ill due to a covered disability or covered pregnancy.

CRITICAL ILLNESS INSURANCE coverage helps with the financial burden that can come along when cancer, heart attack, stroke and multiple other diseases strike a family unexpectedly. This coverage pays a lump sum up if one of the covered diseases happens to your family. The money comes to you and can be used any way you choose.

ACCIDENT INSURANCE protects you and your family against the unexpected costs associated with an accident. This plan pays you cash that can be used to help with your house payment, car payment, groceries, and cell phone payment or even help with out of pocket medical expenses like your deductible. It's your money, you choose where it goes.



11. PET INSURANCE

North Central Health Care offers pet insurance administered by Nationwide that provides nose-to-tail coverage for everything from shots to surgeries for as little as \$1 a day for your pet. Exclusive group plans are available to you with pricing that is not available to the public. Enrollment is easy and premiums are payroll deducted. Plans are flexible and accepted by all veterinarians everywhere. Policies are portable and renew in full each year. Included to all pet insurance members is unlimited, 24/7 access to a veterinary professional through *vethelpine*®.



12. ID GUARD

Identity theft is one of the fastest growing crimes in America, costing individuals and companies billions of dollars each year. To ensure that our employees have access to the latest identity protection services, Identity Guard is there to help. Plans are available for Employee, EE+ Spouse, Employee + Children and Employee + Family.



13. EMPLOYEE ASSISTANCE PROGRAM (EAP)

North Central Health Care’s Employee Assistance Program is an assessment, referral, consultation and short-term counseling service for the employees and family members of North Central Health Care. All active staff including their immediate families are eligible. The primary purpose of the Employee Assistance Program is to assist in the identification and resolution of personal or work-related issues that may affect productivity and overall satisfaction in the work environment, as well as, the employee’s personal well-being.

- 8 Sessions are offered per counseling issue needed for NCHC employees and members of their family
- A wide range of counselors and topics are covered under the EAP program. Examples are financial, job/work stress, family issues, marital counseling, etc.
- Counselors are located in the Wausau area and outside of the Wausau area if needed.



14. PAID LEAVE TIME (PLT) ACCRUAL

| Years of Continuous Service | Accrual Rate (per hr) | Annual Hours | Max Carry Over |
|-----------------------------|-----------------------|--------------|----------------|
| 0-1 | .06154 | 128 | 168 |
| 1-3 | .06923 | 144 | 184 |
| 3-5 | .08077 | 168 | 208 |
| 5-10 | .08846 | 184 | 224 |
| 10-15 | .09615 | 200 | 240 |
| 15-20 | .10769 | 224 | 264 |
| 20+ | .11539 | 240 | 280 |



15. HOLIDAYS

There are eight paid holidays per year:

| | |
|-----------------------|-------------------------|
| <i>New Years' Eve</i> | <i>Labor Day</i> |
| <i>New Years' Day</i> | <i>Thanksgiving Day</i> |
| <i>Memorial Day</i> | <i>Christmas Eve</i> |
| <i>July 4th</i> | <i>Christmas Day</i> |

Holiday pay is based on an employee's FTE status.

0.5 – 0.74 FTE = 6 Hours

0.75 – 1.0 FTE = 8 Hours



16. EMPLOYEE DISCOUNTS & NCHC SwagShop

North Central Health Care provides employees discounts from local and national businesses and retailers including restaurants, cell phone carriers, car rental, massage and wellness, gym memberships, moving and miscellaneous discounts. You can also shop online for NCHC-branded apparel at the SwagShop.



17. TUITION REIMBURSEMENT PROGRAM

North Central Health Care is committed to providing financial assistance to eligible employees interested in pursuing business related education in order to advance their careers at NCHC. Tuition reimbursement rewards employees for their contributions, adds skills to NCHC's workforce and promotes the shared responsibility between NCHC and employees for individual and organizational success.

Eligible employees must:

- Have a minimum of one continuous year of service from your most recent date of hire; and
- Be eligible for benefits by maintaining at least a 0.5 FTE status at the start, through the duration of the educational term and during the repayment required service period; and
- Maintain acceptable job performance, as determined by management, throughout the course of study; and
- Be seeking a degree that is substantially related to their current position or another position within the organization.

Annual (calendar year) maximum reimbursement amounts are available for the following educational opportunities:

- 100% for Certified Nursing Assistant course
- \$1,000 – Associated degrees or equivalent
- \$2,500 – Bachelor's degree or equivalent
- \$5,250 – Master's, Ph.D., NP, OR PA-C degree or equivalent



18. EMPLOYEE REFERRAL PROGRAM

North Central Health Care believes that it is in the best interest of both the organization and our employees to reward employees for referring qualified candidates for employment. The Employee Referral Program encourages current employees to participate in the recruitment of new employees by offering a referral bonus for the successful referral of a candidate hired at NCHC. To learn more about the Employee Referral Program and special bonus opportunities contact Human Resources.



North Central Health Care

Person centered. Outcome focused.

Human Resources

North Central Health Care Wausau Campus

1100 Lake View Dr.

Wausau, WI 54403

8:00 a.m. – 4:30 p.m. Monday – Friday

715.848.4419

HResources@norcen.org

www.norcen.org/Careers