

Benefits Eligibility

The chart below shows which benefits you're eligible for as a Sibley Memorial Hospital employee.

| Benefits | Full-Time (36+ hours per week) | Part-Time (30-35 hours per week) | Limited (20-29 hours per week) | Casual (0-19 hours per week) |
|---|--------------------------------------|---|---|------------------------------------|
| Medical, Dental, and Vision | ✓ | ✓ | ✓ | |
| Flexible Spending Accounts (FSA) | ✓ | ✓ | ✓ | |
| Basic and Supplemental Life and AD&D Insurance ¹ | ✓ | ✓ | ✓ | |
| Short-Term Disability ² | ✓ | ✓ | ✓ | |
| Long-Term Disability ³ | ✓ | ✓ | ✓ | |
| Accident Insurance | ✓ | ✓ | ✓ | |
| Critical Illness Insurance | ✓ | ✓ | ✓ | |
| Hospital Indemnity Insurance | ✓ | ✓ | ✓ | |
| Unum Whole Life Insurance | ✓ | ✓ | ✓ | |
| Prepaid Legal Services | ✓ | ✓ | ✓ | |
| Auto, Home, and Pet Insurance | ✓ | ✓ | ✓ | |
| Leave of Absence (LOA) | ✓ | ✓ | ✓ | ✓ |
| Paid Time Off (PTO) ⁴ | ✓ | ✓ | ✓ | |
| Paid Parental Leave (PPL) ⁵ | ✓ | ✓ | | |
| Employee Tuition Assistance ⁶ | ✓ | ✓ | ✓ | |
| Dependent Child Tuition Assistance ⁷ | ✓ | | | |
| 403(b) Savings Plan | ✓ | ✓ | ✓ | ✓ |
| 401(k) Retirement Plan | ✓ | ✓ | ✓ | |
| Healthy at Hopkins Wellness Program | ✓ | ✓ | ✓ | |
| Employee Assistance Program | ✓ | ✓ | ✓ | ✓ |

¹ Effective the first of the month following your date of hire or status change.

² You're eligible after 90 days from your date of hire or status change.

³ Effective the first of the month following your date of hire or status change.

⁴ You start accruing PTO on your date of hire or status change. You can begin using accrued PTO after 90 days.

⁵ You're eligible after 12 consecutive months of benefits-eligible employment.

⁶ You're eligible after you complete the probationary period.

⁷ You're eligible after four years of continuous benefits-eligible employment.