

# 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/On call & PRN (0-19 hours per week)
Medical, Dental, and Vision	✓	✓	✓	
Flexible Spending Accounts (FSA)	✓	✓	✓	
Basic and Supplemental Life and AD&D Insurance <sup>1</sup>	✓	✓	✓	
Short-Term Disability <sup>2</sup>	✓	✓	✓	
Long-Term Disability <sup>3</sup>	✓	✓	✓	
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) <sup>4</sup>	✓	✓	✓	
Paid Parental Leave (PPL) <sup>5</sup>	✓	✓		
Employee Tuition Assistance <sup>6</sup>	✓	✓	✓	
Dependent Child Tuition Assistance <sup>7</sup>	✓			
403(b) Savings Plan	✓	✓	✓	✓
401(k) Retirement Plan	✓	✓	✓	
Healthy at Hopkins Wellness Program	✓	✓	✓	
Employee Assistance Program	✓	✓	✓	✓

<sup>1</sup> Effective the first of the month following your date of hire or status change.

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

<sup>3</sup> Effective the first of the month following your date of hire or status change.

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

<sup>5</sup> You're eligible after 12 consecutive months of benefits-eligible employment.

<sup>6</sup> You're eligible after you complete the probationary period.

<sup>7</sup> You're eligible after four years of continuous benefits-eligible employment.