

2024 Resident Benefits At-A-Glance

January 1, 2024 –
December 31, 2024



Health Insurance Benefits at a Glance

Eligibility: 40 scheduled hours per pay period

Effective: Medical benefit, date of hire. Health Savings Account (HSA), first of the month following date of hire.

Two medical plan options available: Choose a Low Deductible Health Plan or a High Deductible Health Plan (HDHP). A Health Savings Account (HSA) is available for eligible employees enrolled in the HDHP. Both plans offer 100% coverage for in-network preventive care, immunizations, eye exam, prenatal and postnatal care.

The coverage options are Single (Employee only) or Family (Employee + eligible dependents). Newly eligible employees will be assigned the lowest deductible tier available under the medical plan chosen. Going forward, employees must complete the Be Well Rewards Program and the following year's online annual benefit enrollment to continue receiving the lowest deductible available under the chosen plan by October 4, 2024. The deductible for the following year will increase if the actions are not taken.

Below is a snapshot of the in-network deductible and out-of-pocket maximums as a newly eligible participant in the plan:

IN-NETWORK ONLY	First Plan	HDHP
Deductible	\$500/Individual \$1,250/Family	\$3,250/Single \$6,500/Family
Annual Out-of-Pocket Max	\$1,500/Individual \$3,000/Family	Same as Calendar Year Deductible

HealthPartners First Plan

- Low deductible
- Three discounted office visits annually per covered member
- Medical services received at a HealthPartners (includes Park Nicollet, Regions Hospital, etc.) are covered at a higher level than services received at other in-network clinics or hospitals. Out-of-network coverage is subject to a higher deductible and additional out-of-pocket expenses
- Unlimited virtuwell visits per covered member
- Prescription drug copayments (not subject to deductible)
- 100% coverage for members approved to participate in the Physicians Neck and Back Center program
- Prescription Mail Order benefit available
- Medication Therapy Management (MTM) program provides additional savings in prescription copayments

HealthPartners Empower HDHP (Plan is HSA eligible)

- Lower monthly premiums
- HDHP is HSA-eligible for employees who meet IRS eligibility criteria. Employer contributions are prorated when coverage starts after January 1 and employees may contribute to the HSA on a pre-tax basis
- Annual maximum contribution (employee and company combined) during 2024 is \$4,150 for Single and \$8,300 for Family; \$1,000 Catch Up contribution if 55 or better
- HDHP Plan pays 100% of in-network medical and prescription drug services once the deductible has been met. Out-of-network coverage is subject to a higher deductible and additional out-of-pocket expenses

2024 Medical Plan Premiums

Listed below are the biweekly premiums for the medical plans. The amount you pay for coverage is deducted from your paycheck on a pre-tax basis.

Premiums listed here are deducted from the first and second pay check each month		Residents Pay:
First Plan	Single	\$ 76.40
	Family	\$226.00
Empower HDHP	Single	\$ 0.00
	Family	\$ 60.00

Dental Insurance Benefits at a Glance

Eligibility: 40 scheduled hours per pay period

Effective: Date of hire

One dental plan option available: Choose Single (Employee only) or Family (Employee + eligible dependents) coverage. The annual maximum payment per covered member will depend on the network provider you choose to visit for dental services.

Level 1 Benefits: HealthPartners Providers

\$2,000 annual maximum benefit per covered member

Level 2 Benefits: In-Network Providers

\$1,000 annual maximum benefit per covered member

Out-of-Network Providers

\$1,000 annual maximum benefit per covered member

2024 Dental Plan Premiums

Premiums are deducted from the first and second pay check each month		Residents Pay:
Dental Distinctions III Plan	Single	\$7.64
	Family	\$23.60

Flexible Spending Accounts (FSA)

Eligibility: 40 scheduled hours per pay period

Effective: Date of hire

Health Care FSA:

Set aside up to \$3,200 to pay for eligible health care expenses on a pre-tax basis. Limited Health FSA also available.

Dependent Day Care FSA:

Set aside up to \$5,000 to pay for eligible dependent day care expenses on a pre-tax basis.

Life Insurance

Eligibility: 40 scheduled hours per pay period

Effective: First of the month following date of hire

Basic Life Insurance:

Regions Hospital provides life insurance coverage to all benefit-eligible employees

- Residents: Annual salary to \$50,000

Supplemental Life Insurance:

You may elect to purchase additional life insurance. A guarantee issue of two times your base salary is guaranteed within 31 days of your hire date. Maximum coverage is greater of \$300,000 or five times annual salary up to \$500,000

Spouse and Child Life Insurance:

You can elect up to \$250,000 of death benefit for your spouse (guarantee issue up to \$20,000 within 31 days of your hire date) and \$10,000 death benefit for your child(ren).

Disability Insurance

Eligibility: 40 scheduled hours per pay period

Effective: First of the month following date of hire

Long-Term Disability (LTD) Insurance:

Employer paid LTD benefit of 50% of your base earnings with a maximum of \$7,000 per month benefit, payable on the 181st day of an approved medical disability.

Short-Term Disability (STD) Insurance:

You can elect to purchase one of two disability income replacement plan options; the maximum benefit is 66 2/3 percent of your annual salary to a maximum STD benefit of \$96,000 per year.

Retirement Benefits at a Glance

Regions Hospital Retirement Savings 401(k) Plan Employee Pre-tax and/or Roth Contributions

Eligibility: All Regions Hospital employees

Effective: You may enroll in this plan at any time during your employment with Regions Hospital.

Employee Contributions: Annual contribution limits are set by the IRS. Both pre-tax and Roth contributions are permitted. Salary deferrals any time and contributions are capped at 75% of eligible earnings.

401(k) Employer Matching Contributions

Eligibility: Must be contributing to the Regions Hospital Retirement Savings 401(k) Plan. The match is \$0.50 for each \$1.00 you contribute to a maximum contribution of 4% of pay.

Effective: Automatically after meeting the eligibility requirements which is 1,000 hours worked on your one year anniversary; if not met by one year anniversary, measured each calendar year thereafter.

Vesting: 100% vested

401(k) Employer Base Allocation

Eligibility: Automatically enrolled in the Plan after meeting the eligibility requirements which is 1,000 hours worked on your one year anniversary; if not met by one year anniversary, measured each calendar year thereafter. Once enrolled, an allocation is awarded if 1,000 service hours worked during the calendar year and employment status is "active" on December 31st. The employer allocation is 4% of eligible compensation.

Vesting: 100% after working 1,000 hours each year for three years

Additional Benefits for Your Lifestyle

- Employee Assistance Program (EAP)
- Workplace Mental Health Care Services
- On-site Cafeteria
- On-site Fitness Center (lockers/showers)
- Book Club
- Tobacco Cessation Program
- Adoption Assistance
- Personal Wellness / Life Coaching
- Educational Assistance
- Assist America
- Employee Health & Wellness Clinic
- Farmer's Market (seasonal)

Be Well Rewards Program

Find Your Balance

Be it health and wellness, professional development, diversity and inclusion or personal growth, Be Well is intended to help you align your values to personal and organizational objectives.

The Be Well Rewards Program integrates an annual health assessment that allows employees and spouses on the medical plan to track their personal health status, participate in various coaching and wellness activities and healthy habit challenges, track progress, and earn wellness credits in the form of lower medical plan deductibles for the following plan year.

Regions Hospital offers an on-site fitness center with 24/7 access to exercise equipment, personal training, and classes such as yoga, cardio workouts, meditation, etc. Join HealthPartners frequent fitness program and receive \$20/month reimbursement after 12 visits per month.

Workplace Health and Wellness Clinic offers convenient care for acute conditions, work-related and non-work related injuries, and preventive care and wellness checks. Same day appointments available.

Paid Time Off* and Leave of Absence

Paid Time Off (PTO) & Leave of Absence: Check with your department or your leader to learn more about PTO and for additional information on Leaves of Absence.

*Regions Hospital complies with all required Earned Sick and Safe Time ordinances.