

# Benefit Summary

## Partial Part-time Hourly Staff

2025



Stoughton Health offers an excellent benefit package to partial, part-time employees\*. Partial Part-time employees are budgeted 1 to 39 hours per bi-weekly pay period. For more information on these benefits, please contact Human Resources at (608) 873-2296 or [hr@stoughtonhealth.com](mailto:hr@stoughtonhealth.com)



### PTO (Paid Time Off)

PTO combines vacation, holiday, personal, and sick time into one bank of time off. One week of PTO pro-rated by FTE added to balance at hire. For a list of Stoughton Health designated holidays, see policy 9.69 Reporting Payroll Time Hourly Non-Exempt Employees.

Length of Service	0 up to the 5 <sup>th</sup> year of service	5 years of service up to the 10 <sup>th</sup> year of service	10 years of service up to the 15 <sup>th</sup> year of service	15 years + of service
Accrual Rate per Pay Period	0.08077/hr. worked per pay period	0.10000/hr. worked per pay period	0.11923/hr. worked per pay period	0.13846/hr. worked per pay period

Length of Continuous Service	Accumulation per Pay Period	* Employee working 80 hours per pay period	Accumulation per Year	Maximum Accrual
0 up to the 5 <sup>th</sup> year of service	6.46 Hours *		21 Days (168 Hours) *	280 Hours
5 years of service up to the 10 <sup>th</sup> year of service	8.00 Hours *		26 Days (208 Hours) *	300 Hours
10 years of service up to the 15 <sup>th</sup> year of service	9.54 Hours *		31 Days (248 Hours) *	320 Hours
15 years + of service	11.07 Hours *		36 Days (287 Hours) *	320 Hours



### Retirement Plan: Tax Sheltered Annuity – 403(b) and 403(b) Roth Plan

Stoughton Health offers a 403(b) (pre-tax) and a 403(b) Roth (after tax) plan. Eligibility: All employees age 18 or older are eligible to participate in the 403(b) and 403(b) Roth plan. Full-time and part-time staff receive the employer matching pre-tax contributions on deferrals up to **4%** at hire. Partial part-time staff receive the 4% employer match with one year of service. This is a voluntary retirement plan and employee contributions are 100% vested. The plan has automatic enrollment with opt out option if desired.



### Well-Being Program

Provides quality health services and health promotion programs to include *My Wellness* online Health/Risk Assessment, Cholesterol Screening, Blood Pressure Screening, Body Mass Index, Immunization Programs, Height/Weight, Body Fat Analysis, Osteoporosis Screening, Monthly Wellness Challenges, and Wellness Incentive Program.



### Employee Assistance Program

When you need someone to talk to, Mutual of Omaha's Employee Assistance Program is there to help provide resources with personal and job-related issues. Free and Confidential HELPLINE available 24 hours a day, 7 days a week by phone or online. Services include: Employee Family Clinical Services, Counseling options, exclusive provider network, employee family legal services, employee family financial services, and employee family work/life services.



### Mental Health Anywhere

Free and Confidential Telehealth Services, connect by phone or online in a virtual safe space.



### Hearing Program

If you have noticed changes in your hearing, rest easy. Delta Dental of Wisconsin has teamed up with Amplifon to offer you quality hearing care.



*\*Hours worked are based on employee status and do not fluctuate based on temporary increases or decreases in hours.*