

# TOTAL REWARDS MENU

## FAQ

Jackson is launching a new employee benefit that will allow full-time bargaining members and Company 300 employees to forego certain benefits in exchange for a pay supplement, with a maximum value of up to 20 percent of their base salary. Once elected, employees are locked into this program for one year unless the employee experiences a qualifying change in status. The effective date of the dollars are aligned to the effective date of eligibility of the respective benefit. [Below is a list of frequently asked questions that will provide you with more information about this new program.](#)

### **Who is eligible for this new program?**

Current full-time Jackson employees can participate. The employees will be able opt into the menu during the annual open enrollment period in November of 2023.

### **What are the subsidies provided by the program?**

- (a) Health insurance (\$5,850)
- (b) Dental insurance (\$400)
- (c) Paid time off, inclusive of sick bank (8 percent of employee's annual base salary)
- (d) Employer paid Life Insurance and/or Disability as applicable (\$550)

### **If I waive the health insurance, will I be required to provide proof of health insurance elsewhere?**

Please note that only employees who have access to health insurance elsewhere are eligible to opt-out and receive the biweekly pay supplement offered as part of this program. It will be a requirement to upload a copy of the proof of insurance.

### **If I waive the paid time off program, am I allowed to use my current PL bank?**

Your current PL bank and sick bank are frozen at the beginning of the benefits effective date. You will be allotted 12 holiday hours for the plan year in which you waived the Paid time off plans to use for holiday usage.

### **Can I use some of the PL hours frozen in my bank in the year in which I have waived the paid time off program?**

You can use up to 80 PL hours from your frozen bank.

### **Can I use some of the sick hours frozen in my bank in the year in which I have waived the PTO program?**

You can use sick time if you are on an approved FMLA.

### **Can I still participate in the annual PL cash out in December?**

You can use up to 80 PL hours from your frozen bank.

### **Will my seniority date be frozen as well if I waive the paid time off program?**

No, the years in which you waived the paid time off program will count toward your seniority and accrual rate table for when and if you opt back into the paid time off program during the next open enrollment period.

### **Do I receive the subsidy dollars upfront?**

No. If you opt in to participate in the menu option, you will receive the annual subsidy amount corresponding to your waived plan elections prorated in a biweekly basis.

### **How long do I have to be a Jackson employee in order to be eligible for this program?**

There is no required length of service connected to this program. In order to qualify, you must be a full-time Jackson employee, and opt into the program during our open enrollment period.

### **Can I apply for the program more than once?**

The program allows the employee to opt in per plan year, as needed.

### **Is the subsidy dollars received pensionable?**

The subsidy dollars received biweekly will count towards the pension and overtime as applicable. So, example bonus dollars are not counted towards pension or OT, but this subsidy will.

### **How can I learn more about this new program?**

Contact Employee Benefits at [HR-Benefits@jhsmiami.org](mailto:HR-Benefits@jhsmiami.org)

*\*Pay Supplements are added dollars on a biweekly basis, in lieu of a specific benefit plan. These are not lump sum payments.*