
Tampa General Hospital

A TOTAL REWARDS OVERVIEW 2020



Tampa General Hospital is proud of our comprehensive program of benefits and incentives available to our team members - ranging from traditional benefits such as medical, dental, and vision care to family-friendly and educational initiatives. TGH makes it a top priority to care for and support our team members in every way throughout their career. This summary is intended to provide an overview of programs designed to help us attract, support, and reward our world-class team as we work together to become the safest and most innovative academic health system in America.

SHARED PURPOSE

We Heal. We Teach.
We Innovate. Care for
everyone. Every day.

VISION

TGH will be the safest
and most innovative
health system in America.

VALUES

Integrity. Compassion.
Accountability.
Excellence. Courage.



A MESSAGE FROM OUR PRESIDENT & CEO

Tampa General Hospital has been named one of the "150 top places to work in healthcare" by Becker's Hospital Review. This places our organization among the best U.S. hospitals for professional growth opportunities, work/life balance, positive team-focused environment, and complete program of benefits enjoyed by our team members.

We are deeply committed to caring for our team members like family. When we take care of each other, it allows us to provide better care for our patients as a team. As you will see, our total benefits package is the richest in the region. Together, we are on a journey to become the safest and most innovative academic health system in America. I hope to personally welcome you at an upcoming team member orientation!

John Couris

HEALTH BENEFITS

Full and part-time team members scheduled to work at least 16 hours per week are eligible for health benefits starting on the first of the month following sixty (60) days of employment. TGH remains committed to providing affordable, quality health insurance designed to help you avoid paying large health care expense out-of-pocket.

MEDICAL INSURANCE

TGH is a self-insured organization, which means our medical insurance plan is customized to meet the needs of our team. We work with Blue Cross and Blue Shield of Florida as a third party plan administrator.

The medical insurance plan includes three (3) tiers of coverage, however you get the most value by staying within Tier 1, which includes our own world-class providers and locations throughout the area. With Tier 1, there is no deductible and the plan is entirely based on copayments, with a maximum out of pocket expense of \$1,500 for a single team member. The medical plan is designed as open access, so there is no need to spend time obtaining referrals for your important appointments.

Below are some examples of current copayments:

Preventative Care (annual physical, well visits, mammograms, etc.)	\$0
Tampa General Medical Group Primary Care Visit	\$10
Specialist Office Visit	\$25
Urgent Care Visit	\$30
Diagnostic Lab	\$0
Emergency Room (waived, if admitted)	\$200
In-patient Hospitalization	\$200

Yes, that means if a team member or insured family member gets seriously ill, gives birth, or has open heart surgery at TGH, the hospital cost would be \$200 regardless of length of stay.

TGH is a tobacco-free campus and encourages our team members to have healthy habits. With this in mind, our health insurance bi-weekly premiums are lower for team members who are tobacco-free.

DENTAL INSURANCE

TGH offers four dental plans through MetLife for you and your family- covering needs ranging from preventative care including cleanings, x-rays, and exams, to major care needs like crowns and root canals.

DHMO - This plan covers a wide range of services and features a low out-of-pocket cost. Team members will be assigned to a DHMO dentist.

PPO (Low) - A low cost, low benefit plan focusing on preventative care only.

PPO (Med) - Offers the security of managed care through in-network providers at copayment rates as well as out-of-network options with a deductible. With this plan, you have the ability to choose your provider.

PPO (High) - Gives you the choice of in-network or out-of-network dental care similar to the PPO (Med) plan, but with different coverages and orthodontic benefits.

VISION INSURANCE

Regular visits with your eye doctor will help keep both your eyes and body healthy. TGH vision insurance coverage through Superior Vision includes low copayments for eye exams, as well as an allowance toward glasses or contacts.



OTHER INSURANCES

LIFE INSURANCE

TGH provides benefit-eligible team members with life insurance at two times (2x) their annual base salary, however you may purchase additional coverage up to six times (6x) your annual base rate up to a maximum aggregate of \$2 million.

DEPENDENT LIFE INSURANCE

Team members have the option to purchase four levels of dependent coverage for a spouse and/or children.



SHORT-TERM DISABILITY INSURANCE

Team members may purchase coverage of 66 2/3% of their pay, up to a maximum of \$1,500 each week for up to 24 weeks. Short-term disability coverage starts on the 15th day of qualifying illness or injury that may prevent you from performing the duties of your job on a short-term basis.

LONG-TERM DISABILITY INSURANCE

Team members may purchase coverage of 66 2/3% of their pay, up to a maximum of \$10,000 per month. Long-term disability insurance protects you financially should you become disabled. Coverage starts after a 180 day waiting period and can last until retirement, if qualified and needed.

SUPPLEMENTAL INSURANCES

Because life happens, TGH offers a number of voluntary products at discounted rates including accidental death and dismemberment, universal life, term life, critical illness, accident insurance, LifeLock ID theft protection, legal assistance planning, and pet insurance. Our on-site benefits team will be happy to provide additional information on any of these product options.

RETIREMENT PLANNING

403(b) RETIREMENT SAVINGS PLAN

To help plan for the future, team members may contribute any percentage of their gross earnings on a pre-tax or post-tax basis up to the IRS annual limit to this qualified retirement plan. You are eligible to start making contributions upon your hire date. TGH will match contributions after the first twelve (12) months of service in which you work 1,000 hours or more.



Our on-site Benefit Advisors, Claims Representative, and Retirement Advisors are available to answer questions at any time - in-person, by phone, or via email.

Your Contribution	TGH Contribution
1%	1%
2%	2%
3%	3%
4%	4%
5%	4.5%
6% or more	5%

In addition, on an annual basis, all eligible team members who work 1,000 hours or more, may receive an extra 0.5% non-discretionary contribution. TGH contributions are vested after three (3) years of credited service.

ACCRUED TIME OFF

Our team members work hard providing and supporting world-class patient care and TGH supports a healthy work-life balance. Full and part-time team members accrue paid time off starting from your first day on the team and have access to their bank of time after ninety (90) days of employment. We want you to have the ability to manage your ATO yourself, so all vacation, sick, holiday, and other time away is put into one bucket for you to use. Your hours roll over each year and you may carry up to a maximum of 480 hours of time in your bank.

ATO BUY BACK OPTIONS

While we encourage you to use your ATO time away from work, you are able to buy back up to 100 hours each year. This can be done at 100% value each year if elected through the prior year's annual enrollment period or 75% value if elected during the course of the year.

Years of Service	ATO Accrual*
0 - 3.99	27 Days/Year
4 - 9.99	32 Days/Year
10+	37 Days/Year

*These rates reflect accruals for a full-time position working 40 hours per week. Positions working less than 40 hours will earn prorated portions of these amounts.

GENEROUS DIFFERENTIALS

Caring for our patients is continuous work requiring our team members to be onsite 24 hours a day, every day of the year. To compensate those team members working evenings, nights, weekends, and organizational holidays, TGH offers differentials which are applied on top of their base rate.

Team members working more than more than four (4) hours of their shift during the eligible differential times will receive the differential for the entire shift.

In addition, these differentials stack on each other. For example, if you work a weekend night shift, you would receive both differentials.

Evenings	+15%
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Nights	+19%
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Weekends	+5%
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Thanksgiving, Christmas, & New Year's Day	+50%
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Memorial Day, July 4th, & Labor Day	+15%
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FLEXIBLE SPENDING ACCOUNTS

Team members may make pre-tax contributions to Flexible Spending Accounts (FSAs) for two purposes and use a MyAmeriflex debit card or submit for reimbursement of eligible expenses. Contributions are made to either type of FSA during the calendar year and need to be used during that year.

DEPENDENT CARE SPENDING ACCOUNT

Contribute up to \$5,000 each calendar year for dependent care related to expenses including child care, licensed nursery schools, summer day camps, and more.

HEALTH CARE SPENDING ACCOUNT

Contribute up to \$2,650 each calendar year for health care related expenses including medical, dental, and vision copayments, medications, smoking cessation programs, and more.



The LIVE WELL program is committed to supporting team members as they improve their health and overall wellness. A team of highly qualified staff members are dedicated to helping you work toward your goals with a number of free programs including health coaching, weight loss, diabetes management, nutrition planning, smoking cessation and stress management.



LIVE HEALTHY, GET REWARDS

Join the rewards program for access to the online LIVE WELL platform designed to help create healthy habits so you can be your best - both at work and at home. Earn points each quarter by participating in wellness activities such as exercise, volunteering, attending informative workshops, getting your flu shot, tracking healthy habits, and being a part of wellness challenges. The more you participate, the more points and rewards you'll earn!

PATHWAY TO WELLNESS

Knowledge is power. Gather your baseline measurements including glucose, cholesterol, blood pressure, and body composition to monitor and improve your health. Understand your metabolism and discuss your results with a Registered Dietitian.

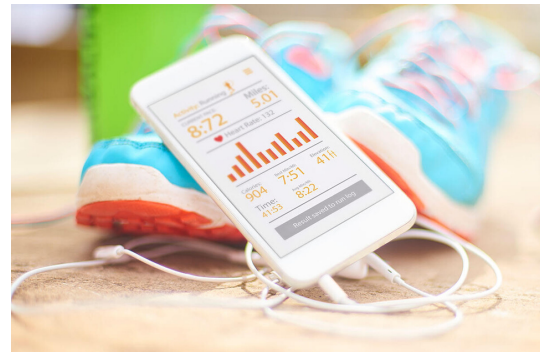
HEALTHY ACTIONS FOR LIFE LONG OUTCOMES (HALO)

Join the HALO program, designed to improve health outcomes for team members with chronic conditions such as diabetes, hypertension, high cholesterol, and high BMI. Meet with Wellness Clinicians who are Registered Nurses and Certified Health & Wellness Coaches to create an individualized plan specific to your needs.

WELLNESS CLUB MEMBERSHIP

Become a club member to access the TGH Fitness Center and other wellness services at discounted rates, including special member-only perks and programs, personal training, massage therapy, Pilates, and group fitness classes including cycle, barre, yoga, Zumba, Power Press, and more.

The TGH Fitness Center is staffed with experts in fitness, nutrition, and health promotion to help you achieve your goals. The center is equipped with FreeMotion treadmills, elliptical machines, and bikes all with cable tv and internet access, a weight training area, locker rooms with showers, towel service, and keyless lockers.



TEAM MEMBER DISCOUNTS

TGH OUTPATIENT PHARMACY

Team members may fill their prescriptions at the TGH Outpatient Pharmacy on the main campus or the retail pharmacy located at the Brandon Healthplex with significant discounts based on medical tiers. Over-the-counter products such as pain relievers, heating pads, and cough drops are also available at reduced rates.

INFORMATION ON ALL CURRENT DISCOUNT OPPORTUNITIES ARE AVAILABLE THROUGH THE TGH TEAM MEMBER PORTAL.

TGH PERKS CARD

Team members receive access to the TGH perks program, which allows discounts from local and national vendors including restaurants, events, movie theaters, and more.

CELL PHONE DISCOUNTS

Team members with AT&T and Verizon for cell phone services may be eligible for discounted rates by visiting a local carrier store with their TGH badge.

EDUCATIONAL BENEFITS

As an academic medical center, TGH emphasizes continued learning for all team members. We are proud to lead the regional market with educational benefits supporting our team and mission to provide world-class patient care.

TUITION ASSISTANCE PROGRAM

All full-time and part-time team members are eligible to participate in the tuition assistance program after six months of employment. Those working full-time may receive up to \$4,000 each year and those working part-time may receive \$2,000 each year, both with a lifetime maximum of \$16,000 to use toward degree-seeking programs.

UNIVERSITY DISCOUNTS

A number of local and national universities offer discounted rates to TGH team members, helping the tuition assistance funds go even farther. This includes St. Leo University, Villanova University, Chamberlin College of Nursing, South University, Jacksonville University, Florida Institute of Technology, and more. A current list of discounts is always available through the Team Member Portal.

529 COLLEGE SAVINGS PLAN

Save for future dependent education through a tax-advantaged 529 savings program. These funds may be used for qualifying K-12 education or college-level expenses for an assigned beneficiary.



OVER \$3.5 MILLION INVESTED
ANNUALLY IN TEAM MEMBER
EDUCATION.

SKILLS ENHANCEMENT

Eligible full-time team members are allotted up to \$1,500 annually to use toward leadership-approved skills enhancement programs including professional certifications or recertifications relevant to their current position. Part-time team members may be eligible for a prorated portion of this yearly allotment.

GED PROGRAM

TGH cares about our team and is proud to offer a GED program through our tuition program. Successful completion of this program and the GED testing may allow team members to qualify for professional growth opportunities enhanced earning potential.

SCHOLARSHIP PROGRAMS

Scholarship programs for nursing and select technical programs such as Surgical Tech are available through the TGH Foundation. Each year, team members may apply for these opportunities, which are in addition to the tuition program.

LEARNING INSTITUTE

TGH has partnered with the University of South Florida and University of Tampa to develop graduate-level programs designed to train both current and future leaders. LEAD TGH offers team members a platform to grow and develop fundamental leadership skills through a structured 12 month program.

PROFESSIONAL GROWTH PROGRAMS

COMMITTEE PARTICIPATION & LEADERSHIP

TGH encourages our team members to get involved. From process improvement to interdisciplinary councils, we want YOU to be a part of what makes this an amazing team and a great place to work.

MEDICAL LIBRARY

Our onsite medical library is here to help you research and learn so that we can provide the best possible patient care. We see complex, challenging cases and often rely on state-of-the-art research to help in the process.

PROFESSIONAL GROWTH PROGRAMS, CONTINUED

CLINICAL LADDERS

A number of positions, including Clinical Nurse, Paramedic, Patient Care Tech, and Case Management, offer clinical ladder programs which allow team members to earn additional differentials on top of their base hourly rates for development of additional skills, expansion of job knowledge, and contributions to the team. TGH recognizes these efforts are just as important as core job duties.

ORGANIZATIONAL DEVELOPMENT TEAM

The dedicated TGH Organizational Development Team offers a variety of onsite and online programs to help you continue your personal and professional growth. Services include leadership development, 1:1 coaching, personality and communication-style assessments, and team-building activities. Course topics range from emotional intelligence and change management to EPIC and Microsoft Office.

CAREER LADDERS

Many of our roles have mapped out advancement opportunities through career ladders, allowing you to plan your career development at TGH and transparently outline how to take the next step. These positions include Environmental Services, Patient Access, Imaging, Surgical Techs, and more. Learn more from Human Resources or your Manager about how your position can grow. As a large organization with many opportunities, TGH is a great place to grow your skill set and career.



BENEFITS FOR THE WHOLE FAMILY

In addition to the family coverage options through our medical insurance, an Employee Assistance Program (EAP), a generous ATO program, and the 529 college savings plan, TGH provides additional offerings for the whole family.

ONSITE DAY CARE CENTER

Located on the main hospital campus, Bright Horizons offers a 'VPK' approved day care center for children aging from six weeks to five years of age. TGH team members receive discounted rates and the peace of mind knowing their children are getting great care close by.

COMMUNITY EVENTS & INVOLVEMENT

TGH is active in the Tampa Bay community and, through local partnerships, we are often able to offer discounted tickets for events including Tampa Bay Rays baseball, Disney on Ice, the Pirate Water Taxi and more. In addition, we partner with other great organizations including the American Heart Association, the March of Dimes, the United Way, and more to keep the good works going outside of the TGH walls.

KIDCARE

TGH offers an onsite daytime care facility for children of team members who are ill and unable to attend school or day care. A dedicated clinical pediatric team cares for your child while you're on duty. Prices are determined on a sliding scale based on the team member's hourly wage. If the whole family has come down with something, a 50% discount is offered for siblings after the first child.

LACTATION ROOMS

TGH provides a supportive environment to enable breastfeeding team members to express milk during work hours. Private lactation rooms or designated nursing space is provided throughout the hospital and every TGH location.

TEAM MEMBER INVOLVEMENT AND RECOGNITION PROGRAMS

TGH is a special place to work because of our team members. In addition to the benefits, programs, and initiatives already listed in this overview, below are a few additional reasons why:

Ask John Program - By submitting questions online to our CEO, team members have an opportunity to voice their questions and receive honest answers.

Birthday Breakfast - During the month of their birthday, team members are invited to a special breakfast hosted by our CEO with prizes and gift cards.

Professional Celebrations - Special recognition is provided to team members in occupational fields celebrated throughout the year such as Nurses' Week, Pharmacy Week, and more!



Smoke-Free Campus - TGH campuses are smoke-free for the health of our patients and team members. Smoking cessation programs are available to team members looking to make a healthy change.

Service Awards Dinner - Team members with 20 years or more of services are invited to an annual dinner with a fun evening of dinner, dancing, and amazing prizes.

Clinical Awards - Award programs in place for team members who display excellence in their clinical practice, such as the Daisy Award.



Communication Forums - Throughout the year, our CEO holds in-person communication events to share exciting news, discuss new innovations, and answer questions.



Service Award Ceremony- Starting at 5 years of service and in 5 year increments afterwards, team members are recognized at a special bi-monthly ceremony. We've had several 40+ year members of the team!

Team Member Emergency Assistance- In cases of emergencies and disasters, this special fund is set up to support our team members getting back on their feet.



ATO Donation Program - As we always support each other, team members may donate ATO time to eligible team members in need.

We Are TGH Report - A twice monthly publication on the happenings around the organization so all can share in the latest exciting news.

Annual Giving Program - Team members may participate in an annual giving initiative through the TGH Foundation, donating money or ATO hours to worthy causes such as patients or team members in need.

This overview is intended to provide a high-level summary of the benefits and programs offered to team members of Tampa General Hospital, which may change at any time at the discretion of the organization.