
Tampa General Hospital

A TOTAL REWARDS OVERVIEW

2024



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 and welfare benefits starting on the first of the month following thirty (30) 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

We know healthcare – it's who we are and what we do! We have customized plans with Blue Cross and Blue Shield of Florida to meet the needs of our team. We are proud to offer two medical plan options. Both options have increased benefits when you use our own world-class providers and locations throughout the area. Both plan options cover preventive care at 100% with no deductibles, copayments or coinsurance.

Our plans provide choice, low out of pocket costs, and flexibility. TGH pays more than 80% of the total cost for full-time team members.

The EPO Plan – 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.

The Qualified High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) – Once the deductible has been satisfied, most services are covered at 100% without copayments or coinsurance for Tier 1 providers.

The HSA option allows you the opportunity to invest in a Health Savings Account (HSA). A HSA is a special bank account designed to help you save money tax-free for use on qualified medical expenses for you and your family. You own the account and the funds roll over every year.

We offer an Out of Area EPO or an HSA plan for anybody residing outside of Citrus, Hernando, Hillsborough, Manatee, Pasco, Pinellas, Polk, and Sarasota counties.

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 two 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.

The Copay Plan – This option offers pre-set copayments in-network. It also gives you the freedom to choose an out-of-network dentist and still receive benefits and does not require you to assign yourself to a network provider.

PPO (High) – This option has an extensive network of dentists and gives you the choice of going in-network or out-of-network each time you need dental care. The PPO High option includes orthodontic coverage.

VISION INSURANCE

Regular visits with your eye doctor will help keep both your eyes and body healthy. TGH offers vision coverage through MetLife Vision. MetLife Vision provides one of the broadest and most diverse vision networks nationwide made up of optometrists, ophthalmologists and opticians. The network includes access to all of the top 50 largest retailers such as Walmart Vision Centers, Sam's Club Optical, LensCrafters, Pearle Vision, American's Best, For Eyes Optical and Target Optical.



LIFE & DISABILITY 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

TGH will pay for up to 60% of your weekly base pay up to \$750 per week. In addition, team members may purchase coverage of up to 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 day 1 of an accident or injury and on the 15th day of a qualifying illness.

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, hospital indemnity coverage, identity 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 dedicated 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 (ATO)

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 Accrued Time Off (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.

| 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.

ATO BUY BACK OPTIONS

While we encourage you to use your ATO time away from work, you are able to buy back up to 150 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.

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.

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| Evenings | +15% |
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|--------|------|
| Nights | +19% |
|--------|------|

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| Weekends | +5% |
|----------|-----|

| | |
|---|------|
| Thanksgiving, Christmas, & New Year's Day | +50% |
|---|------|

| | |
|---|------|
| Memorial Day, Independence Day, & Labor Day | +15% |
|---|------|

FLEXIBLE SPENDING ACCOUNTS

Team members may make pre-tax contributions to Flexible Spending Accounts (FSAs) for three purposes and use a HealthEquity debit card or submit for reimbursement of eligible expenses.

DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT (DCFSA)

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 FLEXIBLE SPENDING ACCOUNT (FSA)

Contribute up to \$3,200 each calendar year for health care related expenses including medical, dental, and vision copayments, medications, smoking cessation programs, and more.

LIMITED PURPOSE FLEXIBLE SPENDING ACCOUNT (LPFSA)

Designed for those that elect the HDHP medical plan. The LPFSA allows you to set aside up to \$3,200 pre-tax dollars per year for dental and vision expenses.

WELLNESS PROGRAMS

The Wellness team is here to support and assist you in improving your health and are trained in all aspects of health and wellness to offer programs including health coaching, weight loss, exercise, diabetes managements, nutrition planning, smoking cessation, stress management, and more!

TGH LIVE WELL

TGH LIVE WELL partners with Virgin Pulse to offer an online wellness platform that provides opportunities for team members to improve their health and wellbeing while receiving rewards. All team members can earn up to \$100 per quarter by earning points and can earn even more Pulse Cash when they complete bonus challenges. There are many ways to earn points, such as volunteering in the community, attending lectures, exercising, and getting the flu shot.



TGH WELLNESS CLUB MEMBERSHIP

The TGH Fitness Center is staffed with experts in exercise science, personal training, massage therapy, and Pilates to help you achieve your goals. The center is equipped with treadmills, elliptical machines, bikes, a weight training area, and locker rooms with showers, towel service, and keyless lockers.

For \$5 per pay period, team members have access to the fitness center, fitness classes, and to other discounted wellness services.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

TGH provides all team members and their families with up to five free counseling sessions per year that include support for stress, financial or legal advice, substance abuse, coping with the death of a loved one, depression, anxiety, and more.

In addition, our EAP provides work/life services that can assist with child/elder care, family resources, emergency resources, daily living, career and work services, and financial resources.

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 TGH Outpatient Center with significant discounts based on medical tiers. Over-the-counter products such as pain relievers, heating pads, allergy medication, and cough drops are also available at reduced rates.

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.

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

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 PROGRAM

All full-time and part-time team members are eligible to participate in the tuition program after six months of employment. With no lifetime maximum benefit, those working full-time in a benefit eligible position may receive up to \$5,250 each year and those working part-time may receive up to \$2,625 annually to use toward degree-seeking programs. A GED program is also offered through tuition.

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.

PEOPLE DEVELOPMENT INSTITUTE (PDI)

Tampa General Hospital (TGH) and the University of South Florida (USF) have combined resources to develop a unique, comprehensive people development institute that will support all team members' career aspirations and equip them with the skills to drive their development and achieve TGH's vision to be the safest and most innovative academic health system in America.

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.

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.

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.

LEAD TGH

LEAD (Leadership Enrichment and Development) TGH offers team members a platform to grow and develop fundamental leadership skills through a structured 12 month program. Mentorship, professional development, networking, community involvement, business acumen, and much more! The annual application and more information can be found on the TGH Portal.

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.

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 the People and Talent Development team 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.

ORGANIZATIONAL DEVELOPMENT

Organizational Development (OD) provides an assortment of development and enrichment services to help you in your career. OE offers a variety of training programs (both live and virtual) on a number of topics, including communication skills, emotional intelligence, change management, technical/computer skills, and leadership development. Team members can meet with OD consultants for career counseling, help with resume writing and interviewing skills, and learning how to build their personal brand and professional network. The goal of OD is to support the learning and development of all leaders and team members throughout their entire career with TGH.

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.



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 - Team members receive special recognition in occupational fields celebrated throughout the year such as Nurses' Week, Pharmacy Week, and more!



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.

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.

Communication Forums - Throughout the year, our CEO holds many 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!

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

Pediatric Facility Dog & Pet Therapy - Our Chief Smile Officer, Belle Valor, is our full-time pediatric facility dog that provides animal-assisted therapy for pediatric patients and team members.



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.