



## Great Care Starts With You

At Stanford Medicine Children's Health, we are leading the way for pediatric and obstetric care to heal humanity through science and compassion, one child and family at a time. Each day, our employees contribute to our mission of providing extraordinary care, continual learning and breakthrough discoveries. Our values – Collaborate, Advance, Respect, Educate, Serve – collectively referred to as CARES, help us align people and resources to provide extraordinary patient and family-centered care.

Lucile Packard Children's Hospital Stanford offers an outstanding Total Rewards package to provide you and your family with choice and affordability—no matter where you're located. Our inclusive, accessible and equitable benefits meet the needs of our diverse workforce—including competitive salaries within the healthcare industry, offerings to care for your mental and emotional well-being, support for your educational goals, protection for your income, and more.

### Compensation

We offer competitive base salary and incentives, when applicable.

### Medical

The Hospital offers three medical plan options:

- Stanford Health Care Alliance Plan
- Aetna Choice POS II Plan with Health Savings Account (HSA)
- Kaiser Permanente HMO Plan

When you enroll in one of the medical plans, you and any family members enrolled in the plan will automatically receive vision coverage through VSP at no additional cost. Prescription drug coverage will be through CVS/caremark or Kaiser Permanente, based on your medical plan.

As a new hire, your medical, dental, vision and prescription coverage will be effective on the first day of the month after your date of hire.

### Dental

You will have the option to choose among the DeltaCare DHMO Plan, the Basic PPO Plan and the Buy-up PPO Plan.\*

\*Represented nurses can choose between the DeltaCare DHMO Plan and the PPO Plan.

### Retirement Savings Plan (RSP)

The Retirement Savings Plan (RSP) helps you save for the future. Upon hire, you can choose to make voluntary contributions on a pre-tax basis (up to certain limits). After you have met the Year of Service waiting period, the hospital will automatically deposit 5% of your eligible pay in basic contributions and up to an additional 5% in matching contributions\* to the plan each pay period.

\*Additional matching funds may be available based on years of service.

### Tax-Advantaged Accounts

You may choose to enroll in the following tax-advantaged accounts to set aside pre-tax dollars for qualified expenses.

- Health Savings Account
- Health Care Flexible Spending Account
- Dependent Flexible Spending Account

### Retiree Medical Plan Subsidy

We provide a subsidy for your medical plan coverage in retirement as well. Eligible retirees receive a tax-free contribution to a Retiree Health Reimbursement Account (HRA) when you are at least 55 with at least 15 years of continuous service when you retire. While you pay the full cost of your retiree medical coverage, you can use the Retiree HRA to help offset some of these costs.

### Paid Time Off

Use Paid Time Off (PTO) for vacation, illness, holidays, family emergencies, religious observations and other reasons. Employees classified as full-time (8 hours per day) are eligible for the following number of paid days off:

Employment Type	Years of Service	PTO Days Earned*
Exempt employees:	1-9	36
	10 or more	39
Non-exempt employees:	1	26
	2-4	31
	5-9	36
	10 or more	39
Represented nurses	1	26
	2-3	31
	4-9	36
	10 and more	39

\* The projections above are estimates. Actual PTO accrual is based on your full-time employment status.

### Education Assistance Programs

In addition to offering educational assistance, scholarship programs, a student loan program, and a professional membership reimbursement program, the Hospital also partners with Stanford University to offer employees access to a broad range of courses through its Continuing Studies program, plus Continuing Medical Education for nurses, pharmacists, social workers and other professionals.

Any regular-benefited or fixed term employee with at least six months of service based on their most recent hire date is eligible for up to \$2,000 of Educational Assistance benefits each fiscal year (certain rules and restrictions apply).

### Student Loan Wellness and Repayment Program

Benefits-eligible employees who have successfully completed their trial period may participate in the Student Loan Repayment program each year. This program allows team members to reallocate all or a portion of their Educational Assistance Tuition Reimbursement funds towards student loan payments.

### Additional Benefits and More

In addition to the benefits above, the Hospital offers a number of benefit programs at no cost to you, as well as additional benefit plans and coverage that you can choose to enroll in if it makes sense for your situation.

Benefits Automatically Provided by the Hospital	Additional Benefits and Programs Available to You
<ul style="list-style-type: none"> <li>• Basic Life Insurance</li> <li>• Basic Long-Term Disability Insurance</li> <li>• Business Travel Accident Insurance</li> <li>• Employee Assistance Program (EAP)</li> <li>• Child and Adult Back-up Care and Family Services</li> <li>• CareCounsel Health Advocacy</li> </ul>	<ul style="list-style-type: none"> <li>• Optional Life Insurance and Accidental Death and Dismemberment (AD&amp;D) Insurance</li> <li>• Supplemental Short-Term Disability</li> <li>• Supplemental Long-Term Disability</li> <li>• Wellness Program</li> <li>• Weight Management Program for Adults</li> <li>• Group Legal Services</li> <li>• Additional Voluntary Benefits: Pet Insurance, Homeowner/ Renter's Insurance, Auto Insurance, Identity Theft Protection, Purchase Program, Online Discounts</li> </ul>



These benefits are just a highlight of what is available to you as a Hospital employee. Relief benefits vary by commitment level. To see the many additional benefits we offer, please visit [careers.stanfordchildrens.org](https://careers.stanfordchildrens.org).

