



HAWAII HEALTH SYSTEMS

C O R P O R A T I O N

Hawaii Health Systems Corporation (HHSC), State of Hawaii, offers its employees a range of benefits. The following is a summary of benefits generally offered to full-time employees; benefits may vary depending upon the type of employment appointment and collective bargaining agreement. These benefits described below are subject to change.

HOLIDAYS 13 paid holidays each year; 14 during an election year.

VACATION 21 days per year (14 hours per month) with an accumulation to 90 days (720 hours).

SICK LEAVE 21 days per year (14 hours per month) with no limit on accumulation.

OTHER LEAVES Reasonable time off with pay may be provided for, but not limited to, jury or witness duty, a death in the family, some military duty, and donation to the Blood Bank. Various leaves without pay may also be granted with full re-employment rights.

HEALTH CARE INSURANCE HHSC, through the Hawaii Employer-Union Health Benefits Trust Fund (EUTF), offers eligible employees a variety of health care programs. Health benefits are effective immediately (*no waiting period is necessary*) provided completed paperwork is submitted to EUTF within 30 days of hire. The State pays part of the premium.

- **MEDICAL** Qualified employees may select a plan from the following: Hawaii Medical Services Association (HMSA), Kaiser or Royal State National (*a Supplemental Medical plan only*).
- **PRESCRIPTION DRUG** Coverage is available to qualified employees and their dependents under a plan administered by *CVS Caremark*.
- **VISION** Coverage is available to qualified employees and their dependents under a plan administered by Vision Service Plan (VSP).
- **DENTAL** Qualified employees and their dependents may be covered by the Hawaii Dental Service (HDS).

Generous retirement health insurance benefits may be available depending on the employee's number of years in service and date of hire. *For more information, please refer to the EUTF website: <http://www.eutf.hawaii.gov>*

PREMIUM CONVERSION PLAN Under this program, participating employees can increase their take home pay by having the State deduct the cost of health care premiums before payroll taxes are withheld.

LIFE INSURANCE Term life insurance coverage is available to eligible employees at **NO COST**; the State pays full monthly premium for this benefit.

RETIREMENT PLAN Upon hire, eligible employees are enrolled automatically to the State's Employees' Retirement System (ERS), under the **Hybrid Plan**.

- If you are hired after **June 30, 2012**, under the Hybrid Plan, you must contribute 8% of your monthly gross salary to the retirement plan and you will be vested upon completion of 10 years in service.
- If you are hired prior to **July 1, 2012**, under the Hybrid Plan, you must contribute 6% of your monthly gross salary to the retirement plan and you will be vested upon completion of 5 years of service.

Employee's retirement benefits are based on the employee's earnings and years of service. *Detailed information is available through the ERS website: <http://ers.ehawaii.gov>*

ISLAND FLEX PLAN The State offers Island Flex FSA (flexible spending accounts) that provides ways to pay for eligible health care expenses and dependent care expenses on a **before-tax** basis. *For more information, please visit the Island Flex Plan website, <http://www.compfinplan.com>*

DEFERRED COMPENSATION The State offers employees a tax deferred (sheltered) retirement investment program. This program is an opportunity to build a retirement nest egg through voluntary payroll deductions. Several investment options are available. *For more information, visit the Island Savings Plan's website at: <https://islandsavings.inqplans.com>*

SOCIAL SECURITY As an employer, the State also contributes to an employee's social security account.

WORKER'S COMPENSATION If an employee is injured while on the job, benefits covering medical expenses and partial wage support may be available through worker's compensation. An employee's sick leave or vacation leave may be used in combination with the worker's compensation benefits to assure a full paycheck.

TEMPORARY DISABILITY INSURANCE Qualified employees may be eligible to receive benefits for a disability caused by a non-work related injury or illness under this program.

PROMOTIONS & TRANSFERS HHSC offers promotion and transfer opportunities for positions throughout the HHSC system.

TRAINING & CONTINUING EDUCATION The State supports developmental activities related to an employee's work. In many departments there are numerous in-service training opportunities available.

TRAVEL EXPENSES HHSC may pay for certain travel expenses including mileage reimbursement for use of a personal car during work, airfare, meals and lodging expenses for approved work related trips to neighbor islands or the mainland USA.

INCENTIVE & SERVICE AWARDS The State has a program that recognizes employees for years of service and financially rewards suggestions, inventions or superior accomplishments that improve HHSC operations.

UNION & COLLECTIVE BARGAINING Employees have the right to *join* the union for the purpose of collective bargaining with the State and employee representation. Some employee unions provide discounts, insurance, and other opportunities. Employees may also decide *not* to join a union, however, employees are required to pay union service fees unless the employee's job is excluded from collective bargaining.

EQUAL EMPLOYMENT OPPORTUNITY HHSC provides its employees equal opportunity in employment without regard to race, color, religion, sex, age, ancestry, national origin, citizenship, marital status, veteran status, disability, sexual orientation, or arrest and court record or any other group protected by law.

DISCLAIMER: The information contained in this benefit sheet is strictly for information purposes only. It does not constitute a legal document, a contract or a binding agreement, and it is not intended to take place of any laws, rules, collective bargaining agreements, policies and procedures, and benefits plans. **The rights and benefits described in this benefits sheet are subject to change.** For that reason, if you have any questions concerning your eligibility/applicability for a particular benefit, please address your specific questions to the respective Human Resources Office or refer to the applicable laws, rules, collective bargaining agreements, policies and procedures, or benefit plan information.