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Your Health and Welfare Benefits

- **Two Medical Plans**, plus a cash credit if you are covered under a non-Baptist Health plan.
- **Three Dental Plans**, most of which include some coverage for orthodontics. The basic option is at no cost to employees only, a benefit paid by Baptist Health.
- **A Vision Care Plan**, offering coverage from either an optometrist or ophthalmologist.
- **Life Insurance / Accidental Death & Dismemberment (AD&D) Insurance** — a free benefit paid by Baptist Health.
- **Option to Purchase Supplemental Life and AD&D Insurance**, up to five times your annual salary.
- **Dependent Life Insurance.**
- **Business Travel Insurance** — a free benefit.
- **Short- and Long-Term Disability Coverage** — a free benefit paid by Baptist Health.
- **Group Legal Services.**
- **Pet Care Membership Savings Program.**
- **Flexible Spending Accounts** for healthcare and dependent care.
- **Health Incentive Account** — the annual wellness incentives you earn are deposited into this account to pay or be reimbursed for qualified medical expenses such as deductibles and copays.

Your Financial Benefits

- **Retirement Plan**, with basic and matching contributions from Baptist Health.
- **Personal Financial Management Services**, with free seminars and one-on-one consultations.
- **Government-Required Payments**, including Social Security, Medicare, state unemployment and workers' compensation.
- **Credit Union**, including free checking, MasterCard, ATM and low-cost loans.
- **Sunshine Fund**, offering interest-free loans based on employee need.
- **Direct Deposit** of your Baptist Health paycheck.
- **Payroll Deductions** for items such as the Florida Prepaid College Plan, employee housing, cafeteria, gift shop and Baptist Health

Your Additional Pineapple Perks

- **Paid Time Off (PTO)** — accrue up to 34 days per year. **(0)** (<https://careers.baptisthealth.net>)
- **Annual Elective PTO Cash-Out**, including an emergency PTO cash-out for financial hardships.
- **Leave Sharing**, in which you can donate your earned PTO to co-workers who need it.
- **Jury Duty, Bereavement Benefit and Military**
- **Flextime** with the approval of your department leader.
- **Bridgement of Service** — allows former employees to return within five years and have their previous service "bridged" so that they don't lose benefits such as awards and PTO.
- **Early Learning Centers** at Baptist Hospital, South Miami Hospital, Homestead Hospital, West Kendall Baptist Hospital and Bethesda Hospital East.
- **Paid Parental Benefit** — offers one week's pay (up to 40 hours) when you're absent from work due to the birth or adoption of your child.
- **Adoption Benefit** of up to \$10,000 per child (maximum \$20,000 per employee).
- **Public Transportation Benefit Program** provides employees with a 50 percent or more discount to ride Miami-Dade public transit and Tri-Rail.
- **SoFi Student Loan Refinancing** — refinancing federal and/or private student loans and Parent PLUS loans at low fixed and variable rates with a Welcome Back benefit for employees who refinance.
- **Wellness Advantage**, Baptist Health's nationally recognized program of wellness services.
- **Employee Health Services**, including care hours when you're ill and can't get to your doctor right away.
- **Lactation Services.**
- **LifeWorks**, an employee assistance and work/life program that provides you and your loved ones free confidential assistance with work and family issues. LifeWorks also provides resources for everyday life needs.
- **Pastoral Care Services** at each hospital campus.

Market purchases.

Your Career-Building Benefits

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Tuition Assistance — available for undergraduate and graduate education programs.

Job Search — provides job opportunities, search results, and offers e-resources as well as traditional library services.

Career Counseling — career counselors are available through Human Resources.

Nursing — provides nursing programs.

Clinical Pharmacy Enterprise

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Employee Referral Program
(https://careers.baptisthealth.net/us/en/emailperso)

FOR PATIENTS & VISITORS

Appointments (https://baptisthealth.net/en/health-services/online-appointments/pages/default.aspx)

Pre-registration (https://baptisthealth.net/en/patient-visitor/pages/online-preregistration.aspx)

Find a Baptist Health Doctor (https://pmc-baptist.provider-match.com/)

Find Classes & Events (https://events.baptisthealth.net/)

Health Services (https://baptisthealth.net/en/health-services/pages/default.aspx)

Health Topics A to Z (http://baptisthealthsf.staywellsolutionsonline.com/)

Hospitals & Facilities (https://baptisthealth.net/en/pages/baptist-health-locations.aspx)

International Patients (https://baptisthealth.net/en/international/pages/default.aspx)

Online Bill Pay (https://billpay.baptisthealth.net/hp24opc/)

Volunteers (https://baptisthealth.net/en/about-baptist-health/pages/become-a-volunteer.aspx)

News & Announcements (https://baptisthealth.net/en/media-center/pages/news-announcements.aspx)

BAPTIST HEALTH LOCATIONS

Baptist Hospital (https://baptisthealth.net/en/facilities/baptist-hospital-miami/pages/default.aspx)

Baptist Children's Hospital (https://baptisthealth.net/en/facilities/baptist-childrens-hospital/pages/default.aspx)

Doctors Hospital (https://baptisthealth.net/en/facilities/doctors-hospital/pages/default.aspx)

Homestead Hospital (https://baptisthealth.net/en/facilities/homestead-hospital/pages/default.aspx)

Mariners Hospital (https://baptisthealth.net/en/facilities/mariners-hospital/Pages/mariners.aspx)

South Miami Hospital (https://baptisthealth.net/en/facilities/south-miami-hospital/pages/default.aspx)

West Kendall Baptist Hospital (https://baptisthealth.net/en/facilities/west-kendall-baptist-hospital/pages/default.aspx)

Miami Cardiac & Vascular Institute (https://baptisthealth.net/en/health-services/cardiovascular-services/pages/default.aspx)

Search All Express & Urgent Care Centers (https://baptisthealth.net/en/facilities/urgent-care-centers/pages/default.aspx)

Search All Diagnostic Centers (https://baptisthealth.net/en/facilities/outpatient-diagnostic-centers/pages/default.aspx)

Search All Primary Care Locations (https://baptisthealth.net/en/health-services/primary-care/pages/baptist-health-primary-care.aspx)

FOR PROFESSIONALS

For Employees (https://baptisthealth.net/en/for-employees/pages/default.aspx)

For Physicians (https://baptisthealth.net/en/physicians/pages/default.aspx)

For Vendors (https://baptisthealth.net/en/ps/pages/default.aspx)

For Alumni (<https://baptisthealth.net/en/lp/baptist-health-alumni/pages/default.aspx>)

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