

Benefits Eligibility

The chart below shows which benefits you're eligible for as a Howard County General Hospital employee.

Benefits	Full-Time (36+ hours per week)	Part-Time (30-35 hours per week)	Limited (20-29 hours per week)	Casual/On call & PRN (0-19 hours per week)
Medical, Dental, and Vision	✓	✓	✓	
Flexible Spending Accounts (FSA)	✓	✓	✓	
Basic and Supplemental Life and AD&D Insurance ¹	✓	✓	✓	
Short-Term Disability ²	✓	✓	✓	
Long-Term Disability ³	✓	✓	✓	
Accident Insurance	✓	✓	✓	
Critical Illness Insurance	✓	✓	✓	
Hospital Indemnity Insurance	✓	✓	✓	
Unum Whole Life Insurance	✓	✓	✓	
Long-Term Care Insurance	✓	✓	✓	
Identity Theft and Fraud Protection	✓	✓	✓	
Prepaid Legal Services	✓	✓	✓	
Auto, Home, and Pet Insurance	✓	✓	✓	
Leave of Absence (LOA)	✓	✓	✓	✓
Paid Time Off (PTO) ⁴	✓	✓	✓	
Paid Parental Leave (PPL) ⁵	✓	✓		
Employee Tuition Assistance ⁶	✓	✓	✓	
Dependent Child Tuition Assistance ⁷	✓			
401(k) Retirement Plan	✓	✓	✓	✓
Healthy at Hopkins Wellness Program	✓	✓	✓	
Employee Assistance Program	✓	✓	✓	✓

¹ Effective the first of the month following your date of hire or status change.

² You're eligible after 90 days from your date of hire or status change.

³ Effective the first of the month following your date of hire or status change.

⁴ You start accruing PTO on your date of hire or status change. You can begin using accrued PTO after 90 days.

⁵ You're eligible after 12 consecutive months of benefits-eligible employment.

⁶ You're eligible after you complete the probationary period.

⁷ You're eligible after four years of continuous benefits-eligible employment.