

Benefits at a glance

At Health First, we believe every associate plays an important role in the strength of our organization. Your talent, skills, and ideas shape the quality of care, service, and support we provide to our patients, customers, and each other.

Health First rewards your commitment with one of the most comprehensive benefits programs in Brevard County. Our competitive benefits allow Health First to build stronger associates and a stronger workplace. Use this Benefits at a Glance guide to review the many benefits of working for Health First, and if you have any questions about specific benefits, contact your Human Resource representative.



Building stronger individuals and families

Benefit	Who pays	When are you eligible	What you receive
Tuition reimbursement	Health First	<ul style="list-style-type: none"> Available after three months of employment Offered to part- and full-time associates 	<ul style="list-style-type: none"> Provides opportunities for growth and development and offers reimbursement for certain tuition expenses
Healthcare flexible spending account	You	<ul style="list-style-type: none"> During open enrollment following one year of employment Offered to part- and full-time associates 	<ul style="list-style-type: none"> Allows pretax payroll deductions to be reimbursed to you for eligible healthcare expenses not covered by health insurance
Dependent care flexible spending account	You	<ul style="list-style-type: none"> Upon employment Offered to part- and full-time associates 	<ul style="list-style-type: none"> Allows pretax payroll deductions to be reimbursed to you for eligible dependent care expenses
Childcare services	You	<ul style="list-style-type: none"> All associates upon employment 	<ul style="list-style-type: none"> Offers child care in Melbourne Offers payment through payroll deductions Infants through school age
Employee assistance services	Health First	<ul style="list-style-type: none"> All associates upon employment 	<ul style="list-style-type: none"> Provides up to six free confidential counseling visits to assist with professional and/or personal problems
Pro-Health & Fitness Centers	Health First & You	<ul style="list-style-type: none"> All associates upon employment 	<ul style="list-style-type: none"> Offers discounted membership rates Waives enrollment fees Offers payment through payroll deductions
Healthy Ideas Associate Suggestion Program	Health First	<ul style="list-style-type: none"> Benefits-eligible associates below the director level Cash awards for your valuable ideas Ideas can save time, eliminate paperwork, improve quality, cut costs, enhance productivity, or improve customer service 	<ul style="list-style-type: none"> Cash award based on total cost savings

Building convenience

Benefit	Who pays	When are you eligible	What you receive
Dry cleaning drop-off/pickup	You	<ul style="list-style-type: none"> All associates upon employment 	<ul style="list-style-type: none"> Provides dry cleaning services on a cash or personal credit card basis at discounted rates Prices and locations will vary
Car washes and detailing	You	<ul style="list-style-type: none"> All associates upon employment 	<ul style="list-style-type: none"> Provides oil changes on a cash or personal credit card basis at discounted rates Prices and locations will vary
Concierge program	You	<ul style="list-style-type: none"> All associates upon employment 	<ul style="list-style-type: none"> Provides concierge services through Health First Private Duty on a cash or personal credit card basis at discounted rates. Includes such things as laundry or prescription pick up and delivery; assistance with daily home tasks, etc
Meals to go	Health First & You	<ul style="list-style-type: none"> All associates upon employment 	<ul style="list-style-type: none"> Offers meals to go services through the hospital cafeterias plus a 33% discount at all times when you present your badge
Cashless hospital cafeteria	Health First & You	<ul style="list-style-type: none"> All associates upon employment 	<ul style="list-style-type: none"> Offers you convenience to purchase meals at the hospital cafeteria through payroll deduction when you present your badge
Direct deposit	You	<ul style="list-style-type: none"> All associates upon employment 	<ul style="list-style-type: none"> Deposits your paycheck directly into your bank account(s) as requested
Notary service	Health First	<ul style="list-style-type: none"> All associates upon employment 	<ul style="list-style-type: none"> Offers free notary services to employees at varying locations
Cashless gift shops	You	<ul style="list-style-type: none"> All associates upon employment 	<ul style="list-style-type: none"> Offers the convenience of being able to purchase items at the hospital gift shops through payroll deduction when you present your badge Discounts on selected merchandise

Building for the future

Benefit	Who pays	When are you eligible	What you receive
Retirement plan with 12 investment options	You	<ul style="list-style-type: none"> All associates upon employment (age 21 and above) 	<ul style="list-style-type: none"> Provides voluntary pretax contributions into plan
	Health First	<ul style="list-style-type: none"> January and July open enrollment following one year of employment and 1,000 hours worked 	<ul style="list-style-type: none"> Health First contributes 2% of your base salary into the Retirement Savings plan
	Health First & You	<ul style="list-style-type: none"> January and July open enrollment following one year of employment and 1,000 hours worked 	<ul style="list-style-type: none"> Health First matches 50% of your contributions up to 8% of your contributions
529C CollegeBound Fund	You	<ul style="list-style-type: none"> All part- and full-time associates upon employment 	<ul style="list-style-type: none"> Provides voluntary after tax payroll deductions into 529C plan for college education

Building time for family and community

Benefit	Who pays	When are you eligible	What you receive
Personal leave time (PLT)	Health First	<ul style="list-style-type: none"> Accrual begins upon employment and may be used after six months Offered to part- and full-time associates 	<ul style="list-style-type: none"> Allows you to accrue up to 25 days annually Allows you to accrue additional 3 days after five years Provides cash-in availability up to four times per year
Leave of absence	Health First	<ul style="list-style-type: none"> Available after 90 days of employment Offered to all full-time, part-time and per diem associates 	<ul style="list-style-type: none"> Provides time-off for FMLA, medical, personal, military and educational reasons that meet specified criteria

Building health and well-being

Benefit	Who pays	When are you eligible	What you receive
Health insurance and Vision (Not included in Choice plan)	Health First & You	<ul style="list-style-type: none"> • First of the month following 30 days of employment • Offered to part- and full-time associates 	<ul style="list-style-type: none"> • Offers three options for comprehensive medical coverage through Health First Health Plans — EPO Primary, EPO Plus, or EPO Choice • Requires \$15 copay for office visits • Provides prescription coverage with participating pharmacies (\$2 on select medications) according to a five-tier formulary • 50% courtesy waiver on inpatient services
Health insurance opt out payment	Health First	<ul style="list-style-type: none"> • First of the month following 30 days of employment • Offered to part- and full-time associates who elect not to participate in Health First's medical plan and provide copy of insurance card 	<ul style="list-style-type: none"> • Pays \$40 per pay period (full-time) • Pays \$20 per pay period (part-time)
Dental insurance	Health First & You	<ul style="list-style-type: none"> • First of the month following 30 days of employment • Offered to part- and full-time associates 	<ul style="list-style-type: none"> • Offers two options (Basic or Plus plan) • Plus plan includes 100% preventive services, 80% basic services, 60% major services and 50% orthodontic services, \$50 deductible per year, \$1,000 maximum orthodontic
Dental insurance opt out payment	Health First	<ul style="list-style-type: none"> • First of the month following 30 days of employment • Offered to part- and full-time associates who elect not to participate in Health First's dental plan and provide copy of insurance card 	<ul style="list-style-type: none"> • Pays \$5 per pay period (full-time) • Pays \$2.50 per pay period (part-time)

Building community business benefits

Benefit	Who pays	When are you eligible	What you receive
Real Estate Affinity Program (REAP)	You, if services rendered	<ul style="list-style-type: none"> • All associates upon employment 	<ul style="list-style-type: none"> • Provides access to professional assistance in real estate matters, mortgage, title, home inspections, and more
Activities committee/ discount tickets	You	<ul style="list-style-type: none"> • All associates upon employment 	<ul style="list-style-type: none"> • Provides opportunity to purchase discounts tickets to movie theaters, theme parks, and special trips
IBM Corporate Employee Purchase Program	You	<ul style="list-style-type: none"> • All associates upon employment 	<ul style="list-style-type: none"> • Provides discounts on special purchase IBM high-quality products

Building financially stronger associates

Benefit	Who pays	When are you eligible	What you receive
Team Comp – gain-sharing incentive compensation	Health First	<ul style="list-style-type: none"> • Eligibility is determined by the number of hours worked during the prior fiscal year 	<ul style="list-style-type: none"> • Provides financial gain-sharing incentive compensation when Health First exceeds its financial, quality and customer service goals

Building for the unexpected

Benefit	Who pays	When are you eligible	What you receive
Short-term disability	You	<ul style="list-style-type: none"> • First of the month following 60 days of employment • Offered to full-time associates 	<ul style="list-style-type: none"> • Pays 60% of your base weekly salary for a maximum of 11 weeks if you become disabled and are unable to work due to a nonwork-related illness or injury
Long-term disability	Health First	<ul style="list-style-type: none"> • January and July open enrollment following one year of full-time employment • Offered to full-time associates 	<ul style="list-style-type: none"> • Pays 40% of your base monthly salary if you become disabled and are unable to work
Supplemental long-term disability	You	<ul style="list-style-type: none"> • January and July open enrollment following one year of full-time employment • Offered to full-time associates 	<ul style="list-style-type: none"> • Allows you to purchase supplemental options of either 50% or 60% increments (If you become disabled and are unable to work, you will then receive 50% or 60% of your salary)
Basic life insurance	Health First	<ul style="list-style-type: none"> • First of the month following 60 days of employment • Offered to part- and full-time associates 	<ul style="list-style-type: none"> • Pays one times your base annual salary rounded to the next \$1,000.
Supplemental life insurance	You	<ul style="list-style-type: none"> • First of the month following 60 days of employment • Offered to part- and full-time associates 	<ul style="list-style-type: none"> • Allows you to purchase supplemental life insurance options at 1, 2, 3, or 4 times your base annual salary
Dependent life insurance	You	<ul style="list-style-type: none"> • First of the month following 60 days of employment • Offered to part- and full-time associates 	<ul style="list-style-type: none"> • Allows you to elect dependent life insurance for your eligible spouse and dependent children
Automobile insurance	You	<ul style="list-style-type: none"> • First of the month following 60 days of employment • Offered to part- and full-time associates 	<ul style="list-style-type: none"> • Provides the convenience of payroll deductions
Legal plan	You	<ul style="list-style-type: none"> • First of the month following 60 days of employment • Offered to part- and full-time associates 	<ul style="list-style-type: none"> • Provides personal legal service through payroll deductions

Building your healthcare career

Benefit	Who pays	When are you eligible	What you receive
Phlebotomy Technician course	Health First (if you qualify for Tuition Reimbursement) and/or you	Health First associates and non-associates are eligible	<ul style="list-style-type: none"> • 152-hour Phlebotomy Course offered by Health First, which includes 52 hours of classroom and skill practice and 100 hours of clinical experience with a certified phlebotomist • Phlebotomy certification upon completion