

PTO - Plan A

Company 400, 410, 500, 600, 710

Program	Details																		
Program Design	<ul style="list-style-type: none"> • Combined Personal Leave and Holiday program (accrued bi-weekly) • Separate Extended Illness leave time-off (accrued bi-weekly) • Employee-paid short-term disability 																		
Vacation/Personal Leave (PL)																			
Number of Days	<ul style="list-style-type: none"> • 29-39 days for full time employees, based on years of service, includes 11 legal holidays (part time employee accrual prorated based on hours worked) • Accrued biweekly • 6-month waiting period for new hires 																		
Carryover	<ul style="list-style-type: none"> • Maximum of 500 hours 																		
Annual Cash-out	<ul style="list-style-type: none"> • Election made December 1-21 and paid December of the year following election (12 month waiting period) with maximum of: <ul style="list-style-type: none"> ○ 80 hours (if you have up to 10 years of service) or ○ 120 hours (if you have 10 or more years of service) 																		
Separation Payout	100% of accrued or unused PL paid out upon separation from Jackson Health (if employed by Jackson Health for at least six months)																		
Holidays																			
Number of Days	<ul style="list-style-type: none"> • 11 Legal Holidays Recognized • Included in Personal Leave • Eligible for carryover, annual cash-out and payout upon separation 																		
Short-term Disability/ Extended Illness																			
Short-Term Disability (STD)	<ul style="list-style-type: none"> • Voluntary, employee-paid benefit • Benefit equals 60% of weekly pay up to a maximum of \$425 (Option I) or \$700 (Option II) <table style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center; color: #005596;">Option I Rate (\$425 maximum)</th> <th style="text-align: center; color: #005596;">Option II Rate (\$700 maximum)</th> </tr> </thead> <tbody> <tr> <td>Age 18 — 29</td> <td style="text-align: center;">\$7.51</td> <td style="text-align: center;">\$9.78</td> </tr> <tr> <td>Age 30 — 39</td> <td style="text-align: center;">\$9.41</td> <td style="text-align: center;">\$12.25</td> </tr> <tr> <td>Age 40 — 49</td> <td style="text-align: center;">\$12.26</td> <td style="text-align: center;">\$15.95</td> </tr> <tr> <td>Age 50 — 59</td> <td style="text-align: center;">\$15.23</td> <td style="text-align: center;">\$19.80</td> </tr> <tr> <td>Age 60 and over</td> <td style="text-align: center;">\$18.30</td> <td style="text-align: center;">\$23.80</td> </tr> </tbody> </table>		Option I Rate (\$425 maximum)	Option II Rate (\$700 maximum)	Age 18 — 29	\$7.51	\$9.78	Age 30 — 39	\$9.41	\$12.25	Age 40 — 49	\$12.26	\$15.95	Age 50 — 59	\$15.23	\$19.80	Age 60 and over	\$18.30	\$23.80
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Extended Illness (EI) Accruals and Payout	<ul style="list-style-type: none"> • Accrual of 6 days per year; hours roll over annually with no cap • Accrued or unused EI paid out upon separation on a prorated basis (if you have at least 10 years of service) 																		