
Iminary Healthcare Staffing

A TOTAL REWARDS OVERVIEW

2024



Iminary Healthcare Staffing is our for-profit staffing division under Florida Health Sciences Center (FHSC is the parent company to Tampa General Hospital) that employs Team Members across multiple locations.

Iminary is proud of our comprehensive program of benefits and incentives available to our team members - ranging from traditional benefits such as medical, dental, and vision care to family-friendly initiatives. Iminary makes it a top priority to care for and support our team members in every way throughout their career. This summary is intended to provide an overview of programs designed to help us attract, support, and reward our world-class team as we work together to provide patients with excellent and compassionate care.

LIFE & DISABILITY

LIFE INSURANCE

Iminary provides benefit-eligible team members with life insurance at one times (1x) their annual base salary, however you may purchase additional coverage up to six times (6x) your annual base rate up to a maximum aggregate of \$2 million.

DEPENDENT LIFE INSURANCE

Team members have the option to purchase four levels of dependent coverage for a spouse and/or children.

SUPPLEMENTAL INSURANCES

Because life happens, Iminary offers a number of voluntary products at discounted rates including accidental death and dismemberment, universal life, term life, critical illness, accident insurance, identity theft protection, hospital indemnity coverage, legal assistance planning, and pet insurance. Our on-site benefits team will be happy to provide additional information on any of these product options.

SHORT-TERM DISABILITY INSURANCE

Team members may purchase coverage of 66 2/3 % of their pay, up to a maximum of \$1,500 each week for up to 24 weeks. Short-term disability coverage starts on the 15th day of qualifying illness or injury that may prevent you from performing the duties of your job on a short-term basis.

LONG-TERM DISABILITY INSURANCE

Team members may purchase coverage of 66 2/3% of their pay, up to a maximum of \$10,000 per month. Long-term disability insurance protects you financially should you become disabled. Coverage starts after a 180 day waiting period and can last until retirement, if qualified and needed.



HEALTH BENEFITS

MEDICAL INSURANCE

We know healthcare – it's who we are and what we do! Iminary is a self-insured organization, which means our medical insurance plan is customized to meet the needs of our team. We work with Blue Cross and Blue Shield of Florida as a third party plan administrator.

Iminary offers a medical insurance plan that includes three (3) tiers of coverage, however you get the most value by staying within Tier 1, which includes our own world-class providers and locations throughout the area. The medical plan is designed as open access, so there is no need to spend time obtaining referrals for your important appointments.



DENTAL INSURANCE

Iminary offers two dental plans through MetLife for you and your family- covering needs ranging from preventative care including cleanings, xrays, and exams, to major care needs like crowns and root canals.

The Copay Plan – This option offers pre-set copayments in-network. It also gives you the freedom to choose an out-of-network dentist and still receive benefits and does not require you to assign yourself to a network provider.

PPO (High) – This option has an extensive network of dentists and gives you the choice of going in-network or out-of-network each time you need dental care. The PPO High option includes orthodontic coverage.

VISION INSURANCE

Regular visits with your eye doctor will help keep both your eyes and body healthy. Iminary offers vision coverage through MetLife Vision. MetLife Vision provides one of the broadest and most diverse vision networks nationwide made up of optometrists, ophthalmologists and opticians. The network includes access to all of the top 50 largest retailers such as Walmart Vision Centers, Sam's Club Optical, LensCrafters, Pearle Vision, American's Best, For Eyes Optical and Target Optical.

RETIREMENT PLANNING

401(k) RETIREMENT SAVINGS PLAN

To help plan for the future, team members may contribute any percentage of their gross earnings on a pre-tax or post-tax basis up to the IRS annual limit to this qualified retirement plan. Team members are auto-enrolled at 2% of your earnings upon hire.



Our Benefit Advisors, Claims Representative, and Retirement Advisors are available to answer questions at any time -by phone or via email.

ACCRUED TIME OFF (ATO)

Our team members work hard providing and supporting world-class patient care and Iminary supports a healthy work-life balance. Full and part-time team members accrue paid time off starting from your first day on the team and have access to their bank of time after ninety (90) days of employment. We want you to have the ability to manage your ATO yourself, so all vacation, sick, holiday, and other time away is put into one bucket for you to use. Your hours roll over reach year and you may carry up to a maximum of 480 hours of time in your bank.

Years of Service	ATO Accrual*
0 - 3.99	16 Days/Year
4 - 9.99	17 Days/Year
10+	19 Days/Year

*These rates reflect accruals for a full-time position working 40 hours per week. Positions working less than 40 hours will earn prorated portions of these amounts.

ATO BUY BACK OPTIONS

While we encourage you to use your ATO time away from work, you are able to buy back up to 150 hours each year. This can be done at 100% value each year if elected through the prior year's annual enrollment period or 75% value if elected during the course of the year.

WELLNESS PROGRAMS

The Wellness team is here to support and assist you in improving your health and are trained in all aspects of health and wellness to offer programs including health coaching, weight loss, exercise, diabetes managements, nutrition planning, smoking cessation, stress management, and more!

LIVE HEALTHY, EARN REWARDS

TGH LIVE WELL partners with Virgin Pulse to offer an online wellness platform that provides opportunities for team members to improve their health and wellbeing while receiving rewards. All team members can earn up to \$100 per quarter by earning points and can earn even more Pulse Cash when they complete bonus challenges. There are many ways to earn points, such as volunteering in the community, attending lectures, exercising, and getting the flu shot.

TGH FITNESS CENTER MEMBERSHIP

The TGH Fitness Center is staffed with experts in exercise science, personal training, massage therapy, and Pilates to help you achieve your goals. The center is equipped with treadmills, elliptical machines, bikes, a weight training area, and locker rooms with showers, towel service, and keyless lockers.

For \$5 per pay period, team members have access to the fitness center, fitness classes, and to other discounted wellness services.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

TGH provides all team members and their families with up to five free counseling sessions per year that include support for stress, financial or legal advice, substance abuse, coping with the death of a loved one, depression, anxiety, and more.

In addition, our EAP provides work/life services that can assist with child/elder care, family resources, emergency resources, daily living, career and work services, and financial resources.



GENEROUS DIFFERENTIALS

Caring for our patients is continuous work requiring our team members to be onsite 24 hours a day, every day of the year. To compensate those team members working evenings, nights, weekends, and organizational holidays, Iminary offers differentials which are applied on top of their base rate.

In addition, these differentials stack on each other. For example, if you work a weekend night shift, you would receive both differentials.

Evenings	+15%
Nights	+19%
Weekends	+5%
Thanksgiving, Christmas, & New Year's Day	+50%
Memorial Day, Independence Day, & Labor Day	+15%

PROFESSIONAL GROWTH BENEFITS

PEOPLE DEVELOPMENT INSTITUTE (PDI)

Tampa General Hospital (TGH) and the University of South Florida (USF) have combined resources to develop a unique, comprehensive people development institute that will support all team members' career aspirations and equip them with the skills to drive their development and achieve TGH's vision to be the safest and most innovative academic health system in America.

CAREER LADDERS

Many of our roles have mapped out advancement opportunities through career ladders, allowing you to plan your career development at Iminary and transparently outline how to take the next step. These positions include Patient Access, Surgical Techs, and more. Learn more from the People and Talent Development team or your Manager about how your position can grow.

LEAD TGH

LEAD (Leadership Enrichment and Development) offers team members a platform to grow and develop fundamental leadership skills through a structured 12 month program. Mentorship, professional development, networking, community involvement, business acumen, and much more! The annual application and more information can be found on the Portal.

ORGANIZATIONAL DEVELOPMENT

Organizational Excellence (OD) provides an assortment of development and enrichment services to help you in your career. OD offers a variety of training programs (both live and virtual) on a number of topics, including communication skills, emotional intelligence, change management, technical/computer skills, and leadership development. Team members can meet with OD consultants for career counseling, help with resume writing and interviewing skills, and learning how to build their personal brand and professional network. The goal of OD is to support the learning and development of all leaders and team members throughout their entire career with us.

