



Benefits to Empower Your Every Step

At Stanford Medicine Children's Health, we are leading the way for pediatric and obstetric care to heal humanity through science and compassion, one child and family at a time. Each day, our employees contribute to our mission of providing extraordinary care, continual learning and breakthrough discoveries. Our values — Collaborate, Advance, Respect, Educate, Serve — collectively referred to as CARES, help us align people and resources to provide extraordinary patient and family-centered care.

Our benefits are designed with care—to support your health, safeguard your income, and promote your overall well-being. Whether it's comprehensive medical coverage or resources for mental, emotional, and family support, we offer programs that meet your needs today and adapt with you over time.

Compensation

Stanford Children's offers competitive base salary and incentives, when applicable.

Medical

We offer three medical plan options:

- Stanford Health Care Alliance EPO Plan
- Aetna HDHP Plan with HSA
- Kaiser Permanente HMO Plan

When you enroll in one of the medical plans, you and any family members enrolled in the plan will automatically receive vision coverage through VSP at no additional cost. Prescription drug coverage will be through CVS Caremark or Kaiser Permanente, based on your medical plan.

As a new hire, your medical, dental, vision, and prescription coverage will be effective on the first day of the month after your date of hire.

Dental

You will have the option to choose among the DeltaCare DHMO Plan, the Basic PPO Plan and the Buy-up PPO Plan.*

*Represented nurses can choose between the DeltaCare DHMO Plan and the PPO Plan.

Retirement Savings Plan (RSP)

The Retirement Savings Plan (RSP) helps you save for the future. Upon hire, you can choose to make voluntary contributions on a pre-tax basis (up to certain limits). After you have met a year of service waiting period, Stanford Children's will automatically deposit 5% of your eligible pay in basic contributions and up to an additional 5% in matching contributions* to the plan each pay period.

*Additional matching funds may be available based on years of service.

Tax-Advantaged Accounts

You may choose to enroll in the following tax-advantaged accounts to set aside pre-tax dollars for qualified expenses.

- Health Savings Account (HSA) if enrolled in the Aetna HDHP Plan
- Health Care Flexible Spending Account (HCFSAs)
- Dependent Care Flexible Spending Account (DCFSA)

Retiree Medical Plan Subsidy

We provide a generous subsidy for your medical plan coverage in retirement as well. Eligible retirees who are at least 55 years old and have at least 15 years of service when they retire receive a tax-free contribution to a Retiree Health Reimbursement Account (HRA). While you pay the full cost of your retiree medical coverage, you can use the Retiree HRA to help offset some of these costs.

Paid Time Off

Use Paid Time Off (PTO) for vacation, illness, holidays, family emergencies, religious observations, and other reasons. Employees classified as full-time (8 hours per day) are eligible for the following number of paid days off a year:

Employment Type	Years of Service	PTO Days Earned*
Exempt employees:	1-9	36
	10 or more	39
Non-exempt employees:	1	26
	2-4	31
	5-9	36
	10 or more	39
Represented nurses	1	26
	2-3	31
	4-9	36
	10 and more	39

* The projections above are estimates. Actual PTO accrual is based on your full-time employment status.

Education Assistance Programs

Any regular-benefited or fixed term employee with at least six months of service based on their most recent hire date is eligible for up to \$2,000 of Educational Assistance benefits each fiscal year (certain rules and restrictions apply).

In addition to offering educational assistance, scholarship programs, a student loan program and a professional membership reimbursement program, the Hospital also partners with Stanford University to offer employees access to a broad range of courses through its Continuing Studies program, plus Continuing Medical Education for nurses, pharmacists, social workers, and other professionals.

Student Loan Wellness and Repayment Program

Benefits-eligible employees who have successfully completed their trial period may participate in the Student Loan Repayment program each year. This program allows team members to reallocate all or a portion of their Educational Assistance Tuition Reimbursement funds toward student loan payments.

CareCounsel

Through CareCounsel, employees and their families can receive no-cost advocacy support from personal health advocates to help navigate the complexities of health care. This service ensures access to health education, advocacy, and coaching when you need it.

Commuting and Parking

The Hospital works in conjunction with Stanford University Parking and Transportation Services to support many commuter programs. The Caltrain Go Pass and VTA Eco Pass are offered to eligible Stanford Children's employees at no cost. The Marguerite Shuttle is also available and connects the hospital campus to nearby transit, shopping, dining, and entertainment.



Additional Benefits and More

In addition to the benefits above, Stanford Children's offers a number of benefit programs at no cost to you, as well as additional benefit plans and coverage that you can choose to enroll in if it makes sense for your situation.

Benefits Automatically Provided by Stanford Children's	Additional Benefits and Programs Available to You
<ul style="list-style-type: none"> • Basic Life Insurance • Basic Long-Term Disability (LTD) Insurance • Basic Accidental Death and Dismemberment (AD&D)* Insurance • Business Travel Accident Insurance • Employee Assistance Program (EAP) • Child and Adult Back-up Care and Family Services • CareCounsel Health Advocacy 	<ul style="list-style-type: none"> • Optional Life Insurance and AD&D Insurance • Supplemental Short-Term Disability (STD) Insurance • Supplemental LTD Insurance • Wellness Program • Weight Management Program for Adults • Group Legal Services • Additional Voluntary Benefits: Pet Insurance, Homeowner/Renter's Insurance, Auto Insurance, Identity Theft Protection, Purchase Program, Online Discounts

*Available to SEIU and Non-represented employees



These benefits are just a highlight of what is available to you as a Stanford Children's employee. Relief benefits vary by commitment level. To see the many additional benefits we offer, please visit careers.stanfordchildrens.org.

