

# Legacy Dignity Health Employee Past Hot Topics



**Employee Transition:** All employees joining Optum360 will receive credit for their years of service at Optum or Dignity Health.

**Legacy:** In some communications about benefits for Optum360, you may have seen the phrase “legacy Optum employees” or “legacy Dignity Health employees” used. The term “legacy” identifies employees who are joining Optum360 from either Dignity Health or Optum. In this sense, legacy means the company you are coming from.

**PTO Rollover into 2014 for Legacy Dignity Health Employees:** Legacy Dignity Health employees will roll over all of their unused PTO (as of December 14, 2013) into Optum360. This does not include sick time. PTO will roll over as follows:

- An employee bank will be started for Optum360 PTO, accrued during each pay period, per Optum360’s PTO policy. You will receive your first accrual on the Jan 3, 2014 paycheck. Only 40 hours of Optum360 PTO can be carried forward from year to year.
- Rolled-over Dignity Health PTO hours will be kept in a separate PTO bank that employees can access at any time, with their manager’s approval and in consideration of business needs. When entering time into the Payroll Time and Attendance system you will be able to select between your Dignity PTO or your new Optum360 PTO.
- At the end of 2014, up to 200 hours of the remaining Dignity Health PTO can be carried forward into 2015. Any remaining Dignity Health PTO hours will be paid out to the employee.
- At the end of 2015, up to 120 hours of the remaining Dignity Health PTO can be carried forward into 2016. Any remaining Dignity Health PTO hours will be paid out to the employee.
- At the end of 2016 any remaining Dignity Health PTO hours will be paid out to the employee.

**Salary:** Optum and Dignity Health employees becoming part of Optum360 will be transitioned at their current compensation levels on 12/15/13.