

## **Overview of Benefits**

### **Paid Time Off - Accrual Factor per paid hour (Max 80 hours/pay period)**

- Up to the end of 5 years .0885 (7.076 – 80 hours)
- 6-10 years .1077 (8.612 – 80 hours)
- 11 years and over .127 (10.15 – 80 hours)

### **Insurance rates based by FTE**

- Full time, (30-40 hours per week) **0.75 FTE – 1.0 FTE:** These employees are eligible for all hospital benefits
- Part time, (20-29 hours per week) **0.5 FTE- 0.7499 FTE:** These employees are eligible for all hospital benefits, in most cases on a pro-rated basis

### **Benefits Eligibility**

- First day of month following date of hire

### **Health Insurance**

- Standard Plan with co-pays, \$500 individual/\$1,000 family deductible
- High Deductible Plan, \$3,000 individual/\$6,000 family deductible with Health Savings Account (Employer contribution \$1,000 single coverage and \$2,000 family/Employee optional contribution)
- Preventative visit (in-network) in both plans once every 12 months, covered at 100%

### **Dental Insurance**

- Standard plan - \$1,000 annual benefit max/person
- Enhanced Plan - \$1,500 annual benefit and \$1,500 Adult and Child lifetime orthodontic benefit/person
- Preventative covered twice a year at 100%

### **Flexible Benefits**

- Funds can be contributed pre-tax for qualified Health, Dental, Vision, Prescription, or Childcare expenses

### **Vision Insurance**

- Covers exam and \$175 per person for glasses or contacts once every 12 months

### **Employer Paid Life Insurance**

- Basic Life and Accidental Death coverage at one times annual salary
- Voluntary Life Insurance available – rates based on age and coverage amount

### **Long Term Disability Insurance**

- Offered at 40% or 60% income replacement when off work greater than 90 days. Rates based on age and income.
- Reserve Sick Bank – accrues at .03 hours/per worked hour to cover short term illnesses.

### **Retirement**

- Employee can contribute immediately - Pre-tax and Post-tax Plan options
- Employer discretionary contribution of 4% after working 1,000 hours, one year of service, and attaining age 21
- Maximum matching contribution of 2%

### **Employee Assistance**

- Provides counseling services to employee and immediate family

### **Tuition Assistance and Student Loan Forgiveness**

- Tuition reimbursement available after 6 months of service and Student Loan Forgiveness after 1 year of service

### **Direct Deposit**

- Bi-weekly pay day/On line pay stubs

### **Shift Differentials**

- Apply to PM (10%) and Night (17%)