

## 2024 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 associates are eligible for all hospital benefits
- Part time, (20-29 hours per week) **0.5 FTE- 0.7499 FTE**: These associates 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
- High Deductible Plan, with Health Savings Account (Employer contribution/Employee optional contribution)
- Preventative visit 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 calendar year.

### 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

### Illness/Personal Injury Pay Options

- Reserve Sick Benefit – accrues upon hire at 0.03 hours per worked hour; used to cover short term illnesses
- Voluntary Long Term Disability Offered at 40% or 60% income replacement when off work greater than 90 days. Rates based on age and income
- Voluntary Short Term Disability

### Retirement

- Employee may contribute to their retirement immediately
- Employer discretionary contribution of 4% after working 1,000 hours, one year of service, and attaining age 21
- Maximum matching contribution of 2%
- Includes 403(b) pre-tax and post-tax plan options

### Employee Assistance

- Provides counseling services to employee and immediate family

### Tuition Assistance

- Available after 6 months of employment

**Direct Deposit**

- Bi-weekly
- On line pay stubs

**PolicyStat**

- On-line listing of all organizational policies

**Breaks**

- 15 minute paid break per shift
- Unpaid 30 minute uninterrupted meal break away from work area.
- 20% discount on food items in cafeteria

**Name Badges**

- A standardized access control name badge provided by DCMC to each new associate at no cost

**Differential Premiums**

- Holiday Premium
  - Time and one half (worked hours)
  - New Year's, Memorial Day, Independence Day, Labor Day, Thanksgiving, and/or Christmas
- Shift Differential Premium
  - Must work 4 hours of the shift
  - PM differential (3pm-11pm) additional 10% of hourly rate
  - Night shift differential (11pm-7am) additional 17% of hourly rate
- Subject to Call/Call Pay Premium
  - \$2.50/hour
- Unscheduled Weekend Premium
  - \$3.00/hour work additional weekend shifts due to high census/acuity