

HOSPITAL BENEFITS

3 MONTH INTRODUCTORY PERIOD

PAID TIME OFF- (PTO) accrues on regular hours worked, and PTO hours,(includes Vacation, holidays, sick and personal time). Eligible if working 24 hours per week. 18 days per year or part time equivalent first year. Factor is .0692. Increases at 1-3 years; 4-6 years; 7-9 years; 10 years and over. Accrues from the Date of hire, useable after 3 month introductory period is completed successfully.

HEALTH CARE BENEFITS—Single health insurance policy paid by the employer If working 36 or more hours per week. Insurance is mandatory if employee meets qualifiers. Family coverage available.
24-35 hours per week—75% of single premium paid by employer.
Less than 24 hours per week, employee not eligible.

DENTAL INSURANCE—75 % of the dental insurance policy is paid by the employer. Full or part time employee can qualify. Family coverage available.

OTHER ILLNESS POLICY—Accrues 6 days per year based on 2080 hours (factor is 0.02307) = 48 hours or part time equivalent. Eligible 24 hours per week. Use is per personnel policy for bonafide illness only.

LIFE INSURANCE—One time annual salary after 3 month introductory period, paid in full by employer. Option to purchase up to \$50 thousand extra term life at very reasonable rates.
\$20 thousand life insurance coverage with health coverage.

LONG TERM DISABILITY—Paid for by employer after introductory period. 50% of Salary is paid if qualify.

CAFETERIA PLAN—Option to participate in health care spending and/or dependent care plans pre-tax after introductory period. Option to have health insurance premiums Pre-tax.

RETIREMENT PLAN—Mandatory enrollment in retirement plan after one year of service; 3 ½ per cent of annual salary is mandatory; 3 ½ % matched by employer. Voluntary amounts available.

WRAC (Wray Recreation and Activities Center) dues at business rates—taken out of Paychecks in Oct and April.

One free meal per day

EMPLOYEE DISCOUNTS—Employee discounts and employer sponsored health benefits (hepatitis, flu shots, TB tests, etc.) Discounts are 50% of the left over balance after final insurance payment, if paid within the time frame as specified in the personnel policy.

RETENTION/INCENTIVE—Employees shall be awarded \$100 for every full year of service in increments of 5 yrs, 10yrs, 15 yrs, 20yrs, etc. The award will be made when the employee has passed the anniversary date of the incremental years. All regular and part time employees working at least 1248 hours per year of continuous employment are eligible for the award. The taxable gifts will be “grossed up” for tax purposes.

AFLAC INSURANCE