

**ELIGIBILITY:**

Full Time Employees: 35 hours per week minimum or 70 hours per pay period

Part Time Employees: 20-34 hours per week minimum or 40 hours per pay period

**BENEFITS:**

BENEFIT	WHEN EFFECTIVE	WHO IS ELIGIBLE																		
<p>Earned Time –</p> <ul style="list-style-type: none"> <li>• May be used for holidays, sick days, personal days</li> <li>• Accrued on a 40-hour work week.</li> </ul> <table border="0" data-bbox="113 777 649 997"> <thead> <tr> <th></th> <th>Hourly</th> <th>Salary</th> </tr> </thead> <tbody> <tr> <td>0-5 years</td> <td>25 days</td> <td>30 days</td> </tr> <tr> <td>5-10 years</td> <td>30 days</td> <td>32 days</td> </tr> <tr> <td>10-15 years</td> <td>33 days</td> <td>35 days</td> </tr> <tr> <td>15-20 years</td> <td>35 days</td> <td>37 days</td> </tr> <tr> <td>20 &amp; over years</td> <td>38 days</td> <td>40 days</td> </tr> </tbody> </table>		Hourly	Salary	0-5 years	25 days	30 days	5-10 years	30 days	32 days	10-15 years	33 days	35 days	15-20 years	35 days	37 days	20 & over years	38 days	40 days	<p>After introductory period</p>	<p>Full Time Part Time</p>
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<p>Medical Insurance – Valley Regional Health Benefit Plan - Health Plans Inc.</p> <p>Valley Regional Hospital Network (VRH) Harvard Pilgrim Provider Network (HPN)</p> <p>Freedom of Choice Benefit Plan</p> <ul style="list-style-type: none"> <li>• \$15 co-pays for most items (VRH)</li> <li>• \$15 co-pays plus 15% (Harvard Pilgrim)</li> <li>• No deductible VRH network</li> <li>• Yearly deductible: \$150 individual, \$450 Family in Harvard Pilgrim Network</li> </ul>	<p>1<sup>st</sup> of month following date of hire</p>	<p>Full Time Part Time</p>																		
<p>Dental UltraBenefits, Inc.</p> <p>OPTION 1:</p> <ul style="list-style-type: none"> <li>• Covers \$750/per person per year</li> <li>• Covers \$1,000 child Ortho lifetime max</li> </ul> <p>OPTION 2:</p> <ul style="list-style-type: none"> <li>• Covers \$1,500/per person per year</li> <li>• Covers \$2,000 Ortho for all ages lifetime max</li> </ul>	<p>1<sup>st</sup> of month following date of hire</p>	<p>Full Time Part Time</p>																		

<b>Short Term Disability – UltraBenefits, Inc.</b> <ul style="list-style-type: none"> <li>• Pays 66 % of salary up to a \$2000/wk max</li> <li>• Pays up to 26 weeks</li> <li>• For accidents, illness, injuries, pregnancies</li> <li>• Covers 1<sup>st</sup> day if accident occurs</li> <li>• 7 day waiting period for all other conditions</li> </ul>	1 <sup>st</sup> of month after date of hire	Full Time
<b>Long Term Disability – Mutual of Omaha</b> <ul style="list-style-type: none"> <li>• Pays 50% of salary up to \$2000 month-under 50,000</li> <li>• Pays 60% of salary up to \$7500 month-over 50,000</li> <li>• Starts after 26 weeks</li> </ul>	1 <sup>st</sup> of month after date of hire	Full Time
<b>Life Insurance –Mutual of Omaha</b> <ul style="list-style-type: none"> <li>• VRH pays for 1 x annual salary basic and AD &amp; D</li> <li>• You may buy additional \$10,000, \$20,000 or \$30,000 up to 5x annual salary or 500,000 (lesser of the two) life and AD &amp; D</li> <li>• You may buy dependent life for spouse and children 50% of amount of employee optional life coverage</li> </ul>	1 <sup>st</sup> of month after date of hire	Full Time
<b>Reimbursement Accounts –</b> <ul style="list-style-type: none"> <li>• Use like a savings account, you may put money away (pre-tax) to pay un-reimbursed expenses</li> <li>• Dental, medical, vision, hearing, prescription \$5,000/year max per tax law</li> <li>• Child Care \$5,000/year max per tax law</li> <li>• VRH reimburses you when you submit a completed form with paid receipts to the Payroll Coordinator</li> </ul>	1 <sup>st</sup> of month after date of hire	Full Time
<b>Retirement/Savings – 403b Principal Financial Group</b> <ul style="list-style-type: none"> <li>• Voluntary contribution</li> <li>• VRH match 50% of the first 4% of annual salary going forward following one year of employment</li> <li>• Quarterly statements</li> <li>• 24/7 online access</li> </ul>	After 30 days	Full Time Part Time

<b>Tuition Reimbursement –</b> <ul style="list-style-type: none"> <li>VRH will pay 75% of tuition and 100% books and fees up to yearly maximum allowed</li> <li>Courses need to be related to your position at VRH</li> <li><u>Pre-approval required</u></li> </ul>	After introductory period	Full Time Part Time
<b>On-Site Child Care</b> <ul style="list-style-type: none"> <li>Infants to pre-school</li> <li>For children of VRH employees</li> </ul>	On date of hire; cost based on child age group	Full Time Part Time
<b>On-Site Fitness Center</b> <ul style="list-style-type: none"> <li>Low bi-weekly rate for you and a spouse/child</li> </ul>	On date of hire; discounts for employees	All employees
<b>Employee Assistance Program</b> <ul style="list-style-type: none"> <li>On-site counselors for employees and their families who are having personal problems</li> </ul>	On date of hire	All employees
<b>Insurance Payroll Deduction</b> <ul style="list-style-type: none"> <li>Bi-weekly payroll deduction for discounted auto, home, rental, life insurance's</li> <li>Through Clark-Mortenson Insurance in Claremont</li> </ul>	On date of hire	Full Time Part Time
<b>CME Benefits (Physicians Only)</b> <b>Mid-Levels (PA, NP, CNM)</b>	10 days earned time 5 days earned time	\$2500/year \$1250/year

**SHIFT DIFFERENTIALS:**

2 <sup>nd</sup> shift	\$1.50
3 <sup>rd</sup> shift	\$3.00
Weekend	\$3.70
Call – Weekday	\$3.00
Call – Weekend	\$3.25
Call – Weekday Holiday	\$4.50
Call – Weekend Holiday	\$4.88
Holiday – Weekday	50%, New Years, Memorial Day Independence Day, Labor Day Thanksgiving, Christmas Plus shift differentials
Holiday – Weekend	50%, New Years, Memorial Day Independence Day, Labor Day Thanksgiving, Christmas Plus shift and weekend differentials

Updated 03/02/10