

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> <p>May be used for holidays, sick days, personal days is accrued on a 40-hour work week.</p> <table border="0" data-bbox="113 777 649 1008"> <tr> <td></td> <td>Hourly</td> <td>Salary</td> </tr> <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 & over years</td> <td>38 days</td> <td>40 days</td> </tr> </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>
	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>Medical Insurance – Valley Regional Health Benefit Plan</p> <p>Valley Regional Hospital Network (VRH) First Health Network (First Health)</p> <p>VRHPN (Preferred Network)</p> <p>\$15 co-pays for most items (VRH) \$15 co-pays plus 15% (First Health) No deductible VRH network Yearly deductible: \$150 individual, \$450 Family in First Health network</p>	<p>1st of month following date of hire</p>	<p>Full Time Part Time</p>																		
<p>Dental</p> <p>OPTION 1: Covers \$750/per person per year Covers \$1,000 child Ortho lifetime max</p> <p>OPTION 2: Covers \$1,500/per person per year Covers \$2,000 Ortho for all ages lifetime max</p>	<p>1st of month following date of hire</p>	<p>Full Time</p>																		

<p>Short Term Disability – UltraBenefits, Inc.</p> <p>pays 66 % of salary up to a \$2000/wk max pays up to 26 weeks for accidents, illness, injuries, pregnancies covers 1st day if accident occurs 7 day waiting period for all other conditions</p>	<p>1st of month after date of hire</p>	<p>Full Time</p>
<p>Long Term Disability – Reliance Standard</p> <p>pays 50% of salary up to \$2,000 month-under 50,000 pays 60% of salary up to \$3600 month-over 50,000 starts after 26 weeks</p>	<p>1st of month after date of hire</p>	<p>Full Time</p>
<p>Life Insurance –Mutual of Omaha</p> <p>VRH pays for 1 x annual salary basic and AD & D 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 & D You may buy dependent life for spouse and children 50% of amount of employee optional life coverage</p>	<p>1st of month after date of hire</p>	<p>Full Time</p>
<p>Reimbursement Accounts –</p> <p>use like a savings account, you may put money away (pre-tax) to pay un-reimbursed expenses Dental, medical, vision, hearing, prescription \$5,000/year max per tax law Child Care \$5,000/year max per tax law VRH reimburses you when you submit a completed form with paid receipts to the Payroll Coordinator</p>	<p>1st of month after date of hire</p>	<p>Full Time</p>
<p>Retirement/Savings – 403b</p> <p>Voluntary contribution you may invest up to \$15,500 (includes all TSA's) VRH matches 3% vested month following one year anniversary DOH quarterly statements</p>	<p>After 30 days</p>	<p>Full Time Part Time</p>

Tuition Reimbursement – VRH will pay 75% of tuition and 100% books and fees up to yearly maximum allowed Courses need to be related to your position at VRH <u>Pre-approval required</u>	After introductory period	Full Time Part Time
On-Site Child Care Infants to pre-school for children of VRH employees	On date of hire; cost based on child age group	Full Time Part Time
On-Site Fitness Center low bi-weekly rate for you and a spouse/child	On date of hire; discounts for employees	All employees
Employee Assistance Program on-site counselors for employees and their families who are having personal problems	On date of hire	All employees
Insurance Payroll Deduction bi-weekly payroll deduction for discounted auto, home, rental, life insurance's through Clark-Mortenson Insurance in Claremont	On date of hire	Full Time Part Time

SHIFT DIFFERENTIALS:

2 nd shift	\$1.50
3 rd 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 11/17/08