

## Mountain View Regional Hospital

### Summary of Benefits

The following benefits are effective first of the month following 30 days of employment:  
Medical, Dental and Vision are standalone products and can be elected as one or all in  
the following combinations:

- *Employee Only*
- *Employee & Spouse*
- *Employee & Domestic Partner*
- *Employee & Children*
- *Employee & Family*

#### Medical - Blue Cross Blue Shield dual option plan

Plan 1 - \$350 deductible with doctor's office co-pays

Plan 2 - \$2000 High deductible plan with Health Savings Account (HSA) including employer deposits into employee health savings account

#### Dental - Blue Cross Blue Shield

#### Vision - EyeMed Vision Plan - discount program

Full-time employees pay \$65.55 per month for Plan 1 medical, dental and vision for individual coverage. Family coverage \$480.06 per month.

Part-time employees pay \$155.62 per month for Plan 1 medical, dental and vision for individual coverage. Family coverage \$734.37 per month.

Full-time employees pay \$20.14 per month for Plan 2 medical, dental and vision for individual coverage. Family coverage \$380.35 per month.

Part-time employees pay \$97.07 per month for Plan 2 medical, dental and vision for individual coverage. Family coverage \$614.20 per month.

Life and Accidental Death and Dismemberment Insurance - All full-time and part-time employees receive employer provided life and AD&D at 2x annual salary to a maximum of \$50,000

#### Life Insurance - Supplementary Voluntary employee, spouse and child life options

This allows the employee to purchase additional coverage at group term rates.

Flexible Spending Accounts - These accounts allow you to set aside money before taxes to pay eligible health care and work-related dependent care expenses.

Short term disability - You may elect to protect a portion of your income by contributing to purchase short term disability. Short term disability (STD) goes into effect on the 1<sup>st</sup> day post-accident and the 8<sup>th</sup> day post-illness. STD reimburses employees at 60% of their weekly wages for up to 13 weeks, exclusive of taxation (since the premium for the benefit is withheld from the employees' paycheck on a post-tax basis.)

Long term disability - The plan allows for LTD benefit payment at the rate of 60% of the employee's base salary up to a maximum of \$10,000 per month. LTD goes into effect on the 91<sup>st</sup> calendar day of lost worked time following a qualifying illness or injury and continues as long as an approved disability exists but not beyond age 65 unless the employee is initially disabled past age 60. Employees disabled past age 60 will receive payments as outlined in the plan documents.

ComPsych employee assistance program - is a comprehensive interactive service that provides individuals with instant guidance, information and helpful tools to address life issues, concerns and needs. For more information log into [www.compsych.com](http://www.compsych.com) and use company id GR28258.

Paid Time Off Bank - Full-time employees accrue 25 days/year through 5 years of service, 30 days/year through 10 years of service, and 35 days beyond 10 years of service. This accrued time may be used at your discretion for holidays, vacation, personal or family sick time, etc.

Short Term Leave - STL is provided for employees as a means of minimizing the amount of lost paid time that may be experienced during LOA periods that precede potential long-term disability benefits. STL cannot be accessed until the 31<sup>st</sup> calendar day of the leave *except for post-hospitalization/post-surgical care*. All eligible employees (full and part time, working 24+ hours per week) will accrue STL according to the following rate schedule:

<u>Years Of Service Accrual Rate</u>	
0-9 Years	.0192
10+ Years	.0385

Shift Differential and Holiday Premiums:

Shift differential is paid to all hourly staff for second shifts (7:00 PM to 7:00 AM). The nightly shift differential is an extra 15% of your hourly base rate of pay.

Weekend shift differential begins with shifts commencing at 7:00 PM Friday night and ending at 7:00 AM Monday morning. Weekend differential is \$1.25 per hour in addition to your base rate of pay.

On-Call Pay & Call-Back Pay - The purpose of the on-call policy is to provide coverage for departments that are not open on a 24 hour per day/ 7 day per week basis and whose services may be needed to provide patient care or to support patient care.

1. Non-Exempt hourly employees will receive \$2.00 per hour for being on-call on a non-restricted basis.
2. Employees will be paid call-back pay when called into work while serving on an on-call basis. Call-back pay is calculated at the standard overtime rate of 1 ½ times the employee's base rate plus shift differential, if applicable. Employees will be paid a minimum of one (1) hour pay if called into work while on-call.

Holiday Premiums Employees who are required to work the "officially recognized holiday" will be compensated at a rate of 1 and ½ times their hourly rate, excluding shift differential, for all hours worked

Direct Deposit - Paychecks can be automatically deposited into your financial institution and into up to 6 different checking or savings accounts.

401(k) Safe Harbor - *eligible to participate after satisfactory completion of 90 day probationary period.* 2010 Employer Match - \$1 for \$1 on first 3% of deferral, \$0.50 on the next 2% of deferral. Maximum employer match = 4%.