

# BENEFITS

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## BENEFITS FOR TIME OFF:

### **Paid Time Off (PTO)**

Each employee who is classified as a Full-time or Part-time employee will accrue hours to use as they wish. This will include time for vacation, holidays, sick, dependent sick, etc. You will start accruing time the day you start, but it will not be available for your use until you have fulfilled 90-days of employment. Please see the attached chart for accrual rates.

### **Extended Illness Benefit (EIB)**

If you are classified as a Full-time or Part-time employee you will accrue hours that you can use for an extended illness. This is time to use toward any Family Medical Leave (FMLA) that extends beyond 40 hours. You will be required to use 40 hours per occurrence of PTO time before you can access this benefit. In the instance of an intermittent FMLA, the first 40 hours used will fulfill the requirement of the 40 hours if it all relates to the same (FMLA) request.

### **Bereavement Leave**

Full-time and part-time employees may be granted paid bereavement leave for immediate family. The number of paid days will be determined by the supervisor.

### **Jury Duty**

Employees summoned for jury duty during a scheduled shift are paid their base hourly rate. The employee must schedule their absence with their supervisor.

### **Licensure and Certification**

A professional day will be granted to employees taking a registration or licensure examination for the first time.

## INSURANCE AND RETIREMENT

### **Health & Dental Insurance**

**Major Medical** –NRH is covered under the State of Kansas Health Insurance Plan. This is a fully insured plan. Health Insurance becomes available for you the first of the month after 60 days of employment. You must join at this time or wait for the next open enrollment. There are exceptions if you have certain life events in your family such as birth, death, marriage, divorce, employment changes.

**Dental** – Delta Dental comes along with your medical insurance. For the individual you are automatically enrolled if you enroll in the medical coverage at no extra charge. Spouses and dependents must be added and must be covered under the state medical plan to qualify for the dental plan. Spouses and dependents are an extra cost. The dental plan pays for two examinations and cleanings per year at 100%. The maximum paid by the plan per calendar year is 1700.00 per person. The plan is free for employee coverage and employees have the option to buy coverage for dependents.

### **Pharmacy Discount**

The State Health Plan does include pharmacy coverage under the Caremark plan. You pay a percentage of the cost depending on the type of drug that you need. You also have the options of having prescriptions filled at the hospital pharmacy. You may not use your prescription

card there. You are charged hospital cost plus a small dispensing fee. The pharmacy is glad to give you pricing so that you may get your prescriptions at the lowest cost.

### **Vision Plan –**

Through the State of Kansas you also have the option of enrolling in the vision plan. This is an additional cost and you **do not** have to be in the medical plan to join the vision plan.

### **Life & Disability Insurance**

Life and long term disability insurance are provided through KPERS at no cost to the employees.

### **Cafeteria Plans**

Employees may opt to enroll in a variety of life, cancer, short-term disability, medical spending accounts, dependent care reimbursement and other plans for the employee and/or family at special group rates. Rates and eligibility are contingent upon employment status and classification.

## RETIREMENT

### **KPERS Retirement Plan**

Following one year of employment and classification as full-time or part-time, employees having worked a minimum of 1,000 hours become members of the Kansas Public Employees Retirement System (KPERS). Employees contribute 6% of gross income, which accumulates until retirement or separation from the hospital. The hospital contributes a similar portion which provides life insurance, disability insurance, and the balance is invested in KPERS general fund.

KPERS is a defined benefit plan which means that once your benefit is calculated upon retirement you will receive this for the rest of your life.

### **Vesting:**

Starting July 1, 2009 KPERS will require 5 years of participation in KPERS to be vested. Once you are vested you are locked into a monthly retirement even if you separate employment at NRH. Once vested you may draw full retirement at age 60 with 30 years of service or at age 65, provided you do not withdraw your money.

### **Deferred Compensation Plan**

Employees may elect to have a portion of non-taxed income invested in an annuity fund. The fund earns interest and payment of taxes is deferred until withdrawn at retirement or termination.

### **Social Security**

The hospital and employee contribute an equal amount to the Federal Social Security program to provide the employee a monthly income upon retirement or becoming disabled.

## EDUCATIONAL BENEFITS

### Continuing Education

Newman Regional Health is an approved continuing education provider for nursing and respiratory care. Employees may attend Newman Regional Health continuing education programs at no charge. Most hours can be submitted for other professional credit such as Radiology, Social Service, Physical Therapy, etc.

### Inservice

Time spent attending in-house inservice education meetings, committee meetings, and staff meetings are paid at the employee's regular rate of pay.

### Professional Time

Professional time, tuition, and expenses may be paid for programs away from the hospital when approved by the department director.

### Tuition Reimbursement

The hospital will refund up to 75% of tuition for full-time employees and 37.5% for eligible part-time employees. Up to 6 hours per semester will be reimbursed after payment receipt and acceptable grades are received.

## SALARY INCENTIVES

### Starting Salary

Newman Regional Health offers competitive salaries commensurate with training and experience.

### Shift Differential

Employees earn 12% above their base rate when they work evening and 15% for night shift.

### Weekend and Holiday Pay

An additional 10% shift premium will be paid for weekends and/or holidays worked.

### Overtime

Non-exempt hourly employees are paid overtime at 1 ½ times the base rate of pay for hours worked over 40 in a week (Sunday - Saturday).

### On Call Pay

When necessary, employees may check out a pager and will be paid "On Call Pay" to remain available to work.

### Flexible Staffing Options

A variety of working hour options are available including full-time, part-time, and ten and twelve hour shifts. PRN hours are also available.

Full time employment = 80 hours per pay period

Part time employment = 40-79 hours per pay period.

### Performance Pay Increase

Annual performance appraisals provide an objective evaluation to reflect the quality of work performed. Annual pay increases are given upon completion of the performance appraisal and required inservices.

### Personal Services

Credit Union Membership, Direct Deposit, Payroll Savings Plans, and Notary Public Services.

## EMPLOYEE DISCOUNTS

### Food Service

Employees may purchase meals in the hospital cafeteria at a 50% savings. Coffee and tea are provided for breaks and meals at no cost.

### Discount tickets, Trips

Employees may purchase tickets to Worlds of Fun, Oceans of Fun, Silver Dollar City, and Movie tickets for the local theater at discount rates.

## OTHER BENEFITS:

### Employee Assistance Program

Employee counseling services for a variety of situations are available for employees and immediate family members.

### Employee Wellness

Employees may participate in a variety of health & wellness activities sponsored by the hospital including health screenings, team sports, special events, and corporate discounts to selected wellness programs.