



## Benefits at a Glance

- ❖ **RCI Group Health Insurance** offers a 2-tier PPO plan. If you choose to utilize the VCHS Medical Clinics, and your insurance plan has a copay, up to \$30 is waived for you and your family.
- ❖ **Ameritas Dental and VSP Vision Insurance** Dental covers routine, basic and major dental services paying \$1,000 per covered individual per year. Vision covers exams, lenses and frames at low copays.
- ❖ **Life Insurance & AD&D** in the amount of \$25,000 is provided at no cost. Additional term life coverage is available to you and your family.
- ❖ **Supplemental Insurance Plans** covering accidents, disability, long-term care, cancer critical illness, and additional life insurance are also available to employees.
- ❖ **Section 125 Flexible Spending Accounts** are available to reduce your taxable income. Eligible dependent care and unreimbursed medical expenses (deductibles, co-pays, some over-the-counter medications) may be deducted from an employee's pay on a pre-tax basis.
- ❖ **403b Tax Sheltered Annuity** (the VCHS version of a 401k) helps employees save for retirement. Employee contributions are pre-tax. If you elect not to contribute, or contribute less than 1.5%, VCHS will contribute 1.5%; contributions of 1.5% or greater, VCHS will match up to 3% subject to IRS limitations. After 6 years of qualified service, employees are 100% vested in hospital contributions.
- ❖ **Employee Dining Room** offers discounted meals in the VCHS Employee Dining Room.
- ❖ **The Employee Assistance Program** provides confidential, company paid counseling for employees and their immediate family members.
- ❖ **Extended Illness Bank (EIB)** provides income protection when an employee must miss work due to their own serious health condition or injury in accordance with the Family Medical Leave Act (FMLA.)
- ❖ **Paid Time Off (PTO)** is an all-purpose time off policy for eligible employees to utilize for vacation, short-term illness, holidays, and personal business. It accrues according to the below schedule:

Years of Service	PTO accrual– per hours paid up to 80 hours per pay period	Annual Hours Earned	Full-time Annual Equivalent PTO Days Earned (based on 8 hr shift)	Maximum Accrual
Less than 1 Year	.06538 per hr paid	136 hours	17 days	136 hours
1 < 5 Years	.08462 per hr paid	176 hours	22 days	260 hours
Over 5 Years	.10385 per hr paid	216 hours	27 days	260 hours

**If you have any questions about becoming an employee of VCHS or our benefit package, please feel free to call the Director of Human Resources, Tricia Richards at (308) 728-4213 or email [trichards@valleycountyhospital.org](mailto:trichards@valleycountyhospital.org)**