



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, and 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. Maximum VCHS contribution is \$1,500. After 6 years of qualified service, employees are 100% vested in hospital contributions.
- ❖ **Employee Dining Room** offers discounted meals in the VCHS Courtyard Grille.
- ❖ **The Employee Assistance Program** provides confidential, company paid counseling for employees and their immediate family members.
- ❖ **Wellness Center** offers employees working 32 or more hours per week a free membership if you agree to work out a minimum of nine times per month. Discount rates are also available to immediate family members.
- ❖ **Social Events** are hosted including the Annual Family Picnic, Christmas Party and National Hospital Week.
- ❖ **Extended Illness Bank (EIB)** provides income protection when an employee must miss work due to their own serious health condition or injury which is non-work related 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