



Benefits at a Glance

- **Blue Cross Blue Shield Group Health Insurance** offers two plan options. If you choose to utilize the VCHS Medical Clinics on Plan A there is a \$0 copay. If you have another insurance plan and there is 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.
- **Lifestyle Spending Account (LSA)** an employer-funded benefit that reimburses staff for a wide range of approved wellness and lifestyle expenses, giving you flexibility to choose what supports your well-being.
- **Symetra 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.
- **Symetra Supplemental Insurance Plans** covering Accident Insurance, Short Term Disability, and Critical Illness 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.
- **403(b) Retirement Plan** (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 2%, VCHS will contribute 1.5%. Contributions of 2% or greater, VCHS will match up to 3% subject to IRS limitations. Maximum VCHS contribution is \$1,900. After 6 years of qualified service, employees are 100% vested in VCHS contributions.
- **457(b) Retirement Plan** also helps employees save for retirement. Employee contributions are on a pre-tax basis. Employee sponsored plan only with no employer contributions.
- **Employee Dining Room** offers fantastic meals in the VCHS Courtyard Grille.
- **The Employee Assistance Program** provides confidential, company paid counseling for employees and their immediate family members.
- **Wellness Center** We offer a great in-house Wellness Center for both full and part time employees!
- **Social Events** are hosted including the Annual Picnic, Holiday Party and National Hospital Week.
- **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	320 hours
Over 5 Years	.10385 per hr paid	216 hours	27 days	320 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, Danielle Proskocil at (308) 728-4325 or email hr@vchs.org.