

January 2022– December 2022 Benefit Summary

**Exempt** = Not eligible for overtime or differentials. **Non-Exempt** = Eligible for overtime and differentials

**RPT**=Regular Part Time (min. of 20 up to 29 hrs/wk) **RFT**=Regular Full Time (min. of 30+ hrs/wk)

Benefit / Vendor	Important Information about Benefits	Status	Eligibility
<b>Medical Insurance</b> Blue Cross Blue Shield of Wyoming (BCBSWY)	Employee Premium Contribution <b>RFT</b> - Cost per pay period (ppd) – based on sliding scale for employee’s hourly wage. Range \$16.71 per ppd for single to \$92.58 per ppd. for family <b>RPT</b> - \$128.73, single ppd. \$357.59, family ppd.	RFT and RPT Exempt and Non-Exempt	1 <sup>st</sup> of month following 30 <sup>th</sup> day
<b>Dental Insurance</b> Delta Dental	Cost is included in Medical Insurance Premium	RFT and RPT Exempt and Non-Exempt	1 <sup>st</sup> of month following 30 <sup>th</sup> day
<b>Vision Insurance</b> Vision Service Plan (VSP)	Cost is included in Medical Insurance Premium.	RFT and RPT Exempt and Non-Exempt	1 <sup>st</sup> of month following 30 <sup>th</sup> day
<b>Employee Assistance Program</b> LifeWorks by UNUM	5 face to face visits with a professional per issue per year, no limit to the number of issues in a year. Unlimited phone consultations, and access to mobile app with articles, podcasts, and other helpful tools. English: 1.888-456-1324 Spanish: 1.888-732-9020 <a href="https://login.lifeworks.com/">https://login.lifeworks.com/</a> User: mhsc Pass: lifeworks	ALL	Immediate
<b>Flexible Spending Accounts (FSA Account)</b> Further	Pre-tax benefit for medical and dependent care expenses. <a href="http://www.hellofurther.com">www.hellofurther.com</a>	RFT and RPT Exempt and Non-Exempt	1 <sup>st</sup> of month following 30 <sup>th</sup> day
<b>Life Insurance</b> UNUM	Benefit in the amount of your annual salary, up to \$200,000. Options available to purchase additional coverage for self and dependents.	RFT only Exempt and Non-Exempt	1 <sup>st</sup> of month following 90 <sup>th</sup> day
<b>Long-term Disability Insurance</b> UNUM	Available for exempt employees. Payable after 26 weeks of disability at 66% of earnings up to \$15,000 per/month.	RFT <u>EXEMPT</u> only	1 <sup>st</sup> of month following 90 <sup>th</sup> day
<b>Short-term Disability Insurance</b> UNUM	Benefit is approximately 66% of earnings for 26 weeks up to \$2,500/wk. Must work a minimum of 30 hours per week. Paid on the 61 <sup>st</sup> day of disability.	RFT and RPT Exempt and Non-Exempt	1 <sup>st</sup> of month following 90 <sup>th</sup> day
<b>Unum and New York Life Insurance</b>	Voluntary discounted employee paid insurance, payroll deducted.	RFT, RPT	1 <sup>st</sup> of month following 30 <sup>th</sup> day
<b>PTO (Paid Time Off)</b>	Paid time off starts to accrue upon employment. Accrual rate for first three years is approximately 21 days. This is based on hours worked (see handbook for details) This time is used for all time off including: sick time, vacation and holidays.	RFT and RPT Exempt and Non-Exempt	May be utilized upon completion of 90-day introductory period.
<b>Shift Differential - Weekday</b> Only one differential will be paid at one time	\$3.10/hr for working 3 p.m. – 11 p.m. \$3.10/hr for working 11 p.m.– 7 a.m.	Non-Exempt	Eligible upon employment
<b>Shift Differential – Weekend</b> Only one differential will be paid at one time	\$1.95/hr for 7 a.m. – 3 p.m. on Saturday and Sunday \$3.10/hr for 3 p.m. – 11 p.m. on Saturday and Sunday \$3.10/hr for 11 p.m. – 7 a.m. on Friday, Saturday & Sunday	Non-Exempt	Eligible upon employment
<b>On call pay</b>	\$3.18/hr - All hours on call (1.5 x hourly pay for call in)	Non-Exempt	Eligible upon employment
<b>Deferred Benefit/ Roth 457.</b> Alliance Benefit Group (ABG)	Automatic enrollment – 3% of gross income contributing to your 457 (deferred or and/or Roth). Deduction starts on the 1 <sup>st</sup> day of the next quarter (Jan., April, July & Oct.) The hospital will match contributions to deferred benefit plan and put in a 401a plan 100% up to 7% contribution, after your 1 <sup>st</sup> year of employment. Loans available at prime + 1%, up to ½ of balance in 457 plans. Min. \$1000 Max. \$50,000.	RFT and RPT Exempt and Non-Exempt	Eligibility 1 <sup>st</sup> quarter following one year of employment. Vesting period is 100% after four years.
<b>Continuing Education</b>	For purposes of professional development, hospital may pay for employee’s attendance at seminars, conferences or other training held outside of the hospital. This must be approved by your supervisor prior to booking seminars etc.	RFT and RPT Exempt and Non-Exempt	Upon completion of 90-day introductory period.

*This is a summary of Memorial Hospital of Sweetwater County benefit programs. Memorial Hospital reserves the right to change or discontinue any discretionary employee benefit program.*