

Employee Benefits

INSURANCE

Available to employees classified as Regular Full-time or Regular Part-time

Group Life, AD&D, and Long Term Disability Insurance-

Provided through UNUM at no cost to employee

Voluntary Life and AD&D Insurance-

Coverage is available for employee, spouse and children. Employee pays premium. Policy is portable and convertible.

Health Insurance-

Provided through New West Health Services, employee is responsible for partial premium. Coverage is effective the first of the month after the first 30 days of employment.

Flex or HSA-

Employees may opt to enroll in a Medical Spending Account, Dependent Care Reimbursement plan or Health Savings Account (contingent upon Health Insurance plan enrolled in).

*Hospital contributes \$700 per plan year to be contributed to HSA or Flex Account when employee is enrolled in a New West Health Insurance Plan through NMH.

Dental Insurance-

Core dental plan is included with medical insurance coverage. Benefit of \$300 per insured, for Preventive & Diagnostic procedures. Employee has the ability to buy up to a more comprehensive dental plan.

Vision Benefit—25% discount for all services at Dr. Beardsley's office for employee and immediate family.

RETIREMENT

Provided through Wells Fargo

Pension Plan—Cash-Balance Benefit plan, Paid for by hospital, 100% vested after three years. Qualify for NMH contribution at 21 years of age and working 1000 hours per year.

TSA—(403b) Tax sheltered annuities--savings without taxation by payroll deduction.

BENEFITS FOR TIME OFF

For Employees classified Regular Full-time, Regular Part-time and Part-time:

Vacation-

Vacation hours are accrued at a set rate on hours worked. Accrual rate increases with longevity. Available after probation period

Sick Pay-

Sick hours accrue at .046 hours for every regular hour worked, maximum of 3.68 hours per pay period for 80 hours. Available after 3 months of continuous employment

For Employees classified Regular Full-time:

Holidays Paid-

6 paid holidays, time and a half pay for covered holidays worked. RN's have 8 paid holidays & receive after passing probation.

Personal Holidays-

2 days received each year after 3 months employment for new hires,

1 day for employees hired July 1-September 30th, use in year. Non-exempt can use in 1 hour increments.

OTHER BENEFITS: HealthSense Gym-

Located in the hospital with 24 hour availability for employees and (1) additional person, with low membership cost.