

**BURGESS HEALTH CENTER
ONAWA, IOWA**

**EMPLOYEE BENEFIT SUMMARY
FULL TIME EMPLOYEES (Effective 1-1-10)
(1872 PAID HOURS PER CALENDAR YEAR)**

| <u>BENEFIT</u> | <u>WHO PAYS</u> | <u>WHAT YOU RECEIVE</u> |
|---------------------------------|------------------------|--|
| Paid Time Off (PTO) | Hospital | 1-4 years of service = 160 hrs per calendar year maximum accrual (.07692 per worked hr) 5-9 years of service = 200 hrs per calendar year maximum accrual (.09615 per worked hr) 10+ years of service = 240 hrs per calendar year maximum accrual (.11538 per worked hr) |
| Short Term Disability Insurance | Hospital | Eight hours per month starting in the 4th month cumulative to 240 hrs. Available after the employee is off twenty-four consecutively scheduled hours. |
| Long Term Disability Insurance | Hospital | 60% of salary grossed up after first 90 days |
| Life Insurance | Hospital | Term life insurance equal to nearest thousand of annual salary. Dependent life also available as a payroll deduction |
| Health Insurance | | |
| Medical | Hospital & Employee | Employee contribution for SINGLE COVERAGE = \$94.30 per month on the Traditional Plan and \$72.89 per month on the Health Savings Plan. FAMILY COVERAGE = \$294.69 per month on the Traditional Plan and \$208.63 for the Health Savings Plan. Each is a \$2500 deductible. A \$1000 benefit will be given to those receiving services at Burgess Health Center. |
| Dental | Hospital & Employee | Single contract premium \$8.34/month and Family at \$45.65/month. |
| Pharmacy | Hospital & Employee | Dependent on Traditional or Health Savings Plan. |
| Vision | Hospital & Employee | Group health plan also covers vision expenses at 80% up to \$200 per participant with a \$100 deductible. Or Employee \$ 8.18/month, Employee & Spouse \$13.02/month, Employee & Child(ren) \$13.32/month and Employee & Family \$21.44/month |
| Pension | Hospital & Employee | Hospital matches up to 2% employee contributions to 403(b) plan. |
| Spending Accounts | | |
| Medical & Dependent Care | Employee | Opportunity to use pre-tax \$\$ to pay for medical expenses not covered by insurance and dependent care expenses. |
| Cafeteria | Hospital | Free employee beverages while on duty. Employee meals for \$1.75 (noon & evening), snack items for \$.50 each. |
| Jury Duty | Hospital | Difference in regular pay |
| Bereavement Leave | Hospital | Up to three (3) days for member of immediate family. |
| Educational Assistance | Hospital & Employee | 50% reimbursement by hospital for college and technical schools. |
| Christmas Club | Employee | Voluntary savings - payroll deduction. |
| Savings Bonds | Employee | Payroll savings plan available. |
| Workers' Compensation | Hospital | Protection against medical costs and loss of income for on-the-job injury. |
| Parking | Hospital | Free parking in lots near the hospital. |

ELIGIBILITY FOR INSURANCE BENEFITS IS THE 1ST OF THE MONTH FOLLOWING 30 DAYS OF EMPLOYMENT.

**BURGESS HEALTH CENTER
ONAWA, IOWA**

**EMPLOYEE BENEFIT SUMMARY
PART TIME EMPLOYEES (Effective 1-1-09)
(THOSE WHO ACCUMULATE 1040 TO 1871 PAID HOURS PER CALENDAR YEAR)**

| <u>BENEFIT</u> | <u>WHO PAYS</u> | <u>WHAT YOU RECEIVE</u> |
|--------------------------------|------------------------|--|
| Paid Time Off (PTO) | Hospital | Prorated amount of full time PTO benefits based upon actual paid hours. |
| Pension | Hospital & Employee | Hospital matches up to 2% employee contribution to 403(b) plan. |
| Short Term Disability | Hospital | Prorated amount of full time benefit cumulative to 240 hours. Available after the employee is off twenty-four consecutively scheduled hours. |
| Long Term Disability Insurance | | None. |
| Life Insurance | Employee | Payroll deduction plan available for dependents. |
| Health/Dental/Vision Insurance | Employee | Employee group benefits available at employee expense. |
| Workers' Compensation | Hospital | Protection against medical costs and loss of income for on-the-job injury. |
| Parking | Hospital | Free parking in lots near the hospital. |
| Cafeteria | Hospital | Free employee beverages while on duty. Employee meals for \$1.75 (noon & evening), snack items for \$.50 each. |
| Jury Duty | Hospital | Difference in regular pay. |
| Bereavement Leave | Hospital | One and 1/2 days allowed for death in immediate family. |
| Educational Assistance | Hospital & Employee | 50% reimbursement by hospital for approved courses. |
| Christmas Club | Employee | Voluntary savings - payroll deduction. |
| Savings Bonds | Employee | Payroll savings plan available. |

THIS IS ONLY A SUMMARY. SPECIFIC INFORMATION ON EACH OF THE BENEFITS INCLUDING LIMITATIONS AND ELIGIBILITY REQUIREMENTS ARE AVAILABLE FROM THE DIRECTOR OF HUMAN RESOURCES.

Revised 1/1/09