

You Get More Than a Job at Frances Mahon Deaconess Hospital

Benefit	Who Pays?	When You Are Eligible	What you Receive
Earned Time Plan (ETB)	FMDH	After 90 days – All regular full & part time employees	Days accumulated each year: 10 paid days for 0-1 Year 20 paid days for 1-4 Years 25 paid days for 5-7 Years 30 paid days for 7+ Years
Extended Illness Bank (EIB)	FMDH	After 90 days – All regular full & part time employees	Maximum of 288 hours accrued at rate of 9 days per year in the event of long-term illness. Accruals based on 40 hour work weeks. Benefits coordinated with ETB
Health Insurance	Employee pays 35% & FMDH pay 65% of premiums	All regular full & part time employees. Coverage effective the first of the month following date of hire.	Group Self Insured: Employee Coverage Choices: Single, Employee/Spouse;; Employee/Children and Family
Dental Insurance	Included in Health Insurance Premiums	All regular full & part time employees. Coverage effective the first of the month following date of hire.	Any type of dental work covered with no deductible. The benefit by type of plan: Employee: \$100 per year EE/Spouse: \$200 per year EE/Children: \$275 per year Family: \$425 per year
Vision Coverage	Included in Health Insurance Premiums	All regular full & part time employees. Coverage effective the first of the month following date of hire.	Coverage is \$50 a year for covered member for vision check up and \$250 every two years for frames/lenses/contact lenses. (six month waiting period) This is a per member benefit
Pharmacy Card	Included in Health Insurance Premiums	All regular full & part time employees. Coverage effective the first of the month following date of hire.	At participating pharmacies: Generic prescriptions are 20% or \$5.00 minimum. Name brand prescriptions are 20% or \$20.00 minimum. Brand non-preferred (not listed on formulary) \$35 or 20%. \$100 deductible applies

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Supplemental Life Insurance	You	All regular full & part time employees. Coverage effective the first of the month following date of hire. All regular full & part time employees. Coverage effective the first of the month following date of hire	From \$10,000 to \$500,000 term life insurance can be purchased for the employee. Term life insurance for spouse and children may also be purchased through this plan.
Pension Plan	FMDH/You	At time of hire.	FMDH provides 401(K) retirement plan for employees. FMDH matches dollar for dollar the employee's contribution up to 3.5% of gross pay. The employee directs the investments of the money within a specific family of funds.
Tax Deferred Annuity (403B)	You	Immediately	Allows payroll deduction from pre-tax dollars for retirement savings
Funeral Leave	FMDH	After completion of probationary period	Up to 3 scheduled working days with pay for immediate family. One scheduled work day for other immediate relatives.
Critical Illness/Emergency Leave	FMDH	After completion of probationary period	Up to 3 scheduled working days with pay for the critical illness, imminent death of an immediate family member.
Holiday Pay	FMDH	Immediately	1 ½ times regular hourly rate for designated holidays, if worked.
Shift Differential	FMDH	Immediately	Premium Pay for non-day shifts (nursing staff only)
Jury Duty	FMDH	Immediately	Normal pay while on Jury Duty.
Tuition Reimbursement	You and FMDH	Immediately	Assist staff with advanced education related to their job. Reimbursement will be for tuition and books and will be based on the student's final grade...

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Continued Education	FMDH	Immediately	FMDH provides a variety of in-house opportunities in job-related topics and programs
Professional Meetings and Continuing Education	FMDH	Immediately	Reimbursement for continued education and professional meetings (Off-site). Must be job-related.
Employee Wellness Program	FMDH	Immediately	Fitness Center Free Diet analysis and counseling Assists employee and family members in dealing with personal or job-related issues. Free, confidential assistance
Cafeteria	You and FMDH	Immediately	10% discount on all food served in the dining room.
Franny's Notes		Immediately	Monthly newsletter featuring employee news, accomplishments and classifieds.