

Benefits Summary

VGH is an equal opportunity employer: M/F/D/V

Benefit	Description	Eligible Employees	When Eligible	Who pays
Health Insurance (Wellmark)	Comprehensive medical coverage and pharmacy.	Full-time & Part-time 20+ hours weekly	1st of the month following 60 days of hire date	VGH & Employee
Voluntary Dental Insurance (Prime Benefits)	Comprehensive dental coverage.	Full-time & Part-time 20+ hours weekly	1st of the month following 60 days of hire date	VGH & Employee
Life Insurance (Mutual of Omaha)	Core coverage.	Full-time 40 hours weekly	1st of the month following 60 days of hire date	VGH
403(b)	Hospital matches up to 4% of pre-tax contribution based on 1 year of service.	ALL employees	Immediately	VGH & Employee
PTO (Paid Time Off)	Paid time off for vacations, accrual and of illness. Accruals are based upon paid hours per year. Length of service determines the rate at which the employee will accrue PTO.	ALL Employees	1st of the month following 6 months of hire date	VGH
PTO Buy Back Option	A maximum of 80 hours PTO may be bought back. Minimum of 240 hours remaining at the the time of request.	Full-time & Part-time 20+ hours weekly	Twice per fiscal year	VGH
Holiday PTO	Includes New Years Day, Easter, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Christmas.	Full-time 40 hours weekly	Immediately	VGH
Worker's Compensation	Insurance coverage for injury that happened while on the job.	ALL employees	Immediately	VGH
Bereavement Leave	Paid time off for the death of a family member/close relative.	Full-time & Part-time 20+ hours weekly	Immediately	VGH
Wellness Program	Employee discount health insurance rate for non tobacco use. Occassional wellness classes offered.	ALL eligible employees	1st of the month following 60 days of hire date	VGH
Employee Discounted Co-pay and Deductible when using services provided by the hospital (non-HSA plans only)	Services rendered at Virginia Gay Hospital.	ALL employees enrolled in VGH health insurance program	1st of the month following 60 days of hire date	VGH & Employee
Jury Duty	Paid jury duty time when serving.	ALL employees	Immediately	VGH

Benefit	Description	Eligible Employees	When Eligible	Who pays
AFLAC	Multiple supplemental policies available. Includes cancer, accident, critical illness, vision, hospital confinement & long term care.	Full-time & Part-time 20+ hours weekly	1st of the month following 60 days of hire date	Employee
Flex Spending for Medical & Dental Expenses	Flex spending dollars are pre-tax. Employees may deduct up to the maximum dollar amount allowed by the IRS for medical and dependent care.	Full-time & Part-time 20+ hours weekly	1st of the month following 60 days of hire date	Employee
Wellness Center	Discounted rate of \$35 per month provides employee access to fitness equipment located in the therapy department.	ALL employees	Immediately	Employee