



## EMPLOYEE BENEFITS OVERVIEW

To be eligible for Medical, Dental, Vision, Life, Disability, Supplemental Insurance, and Spending/Savings Accounts, you must be classified as a regular full-time employee working a minimum of 30 hours per week. Plans become effective the first of the month following 30 days of eligibility. This is an overview only. For complete benefits information, please consult the prevailing contract(s).

### **Medical Insurance**

Employee's bi-weekly premium:

\*premium taken 24 pay periods/yr

Deductible: \$2500/\$5000

Employee \$44.20

Employee + 1 \$195.81

Family \$233.71

### **Dental Insurance**

Employee's bi-weekly premium:

\*premium taken 24 pay periods/yr

Employee \$3.87

Employee +1 \$24.92

Family \$46.74

### **Vision**

Employee's bi-weekly premium:

\*premium taken 24 pay periods/yr

Employee \$4.16

Employee +1 \$8.31

Family \$14.76

### **Life Insurance & Disability Products**

Voluntary Benefits/Employee pays premium:

\*premium taken 24 pay periods/yr

Life and AD&D

Long Term Disability

Short Term Disability

WRMH Provides \$10,000 Life Insurance Policy

### **AFLAC Products**

Voluntary Benefits/Employee pays premium:

Accident

Cancer Care

### **Additional Available Benefits**

Health Savings Account

Health Care Flexible Spending Account

Dependent Care Flexible Spending Account

### **Employee Assistance Program**

WRMH EAP will reimburse you up to \$120 per session for up to 6 therapeutic sessions or up to \$720 for substance abuse services per fiscal year

### **401(k) Retirement Plan**

Active employees are eligible to participate

WRMH will match 50% of your contribution up to a maximum of 8% (4% match maximum)

### **Paid Holidays & Floating Holidays**

WRMH observes 8 paid holidays and allows for three floating holidays. New hires starting after April 1<sup>st</sup> will not receive floating holidays.

### **Paid Time Off (PTO)**

(90 day waiting period)

At the start of each fiscal year (July 1<sup>st</sup>) eligible employees are issued PTO, Accruals based on 40 hour work week:

Years of Service	PTO Accruals
1 <sup>st</sup>	160 hours
2 <sup>nd</sup> and 3 <sup>rd</sup>	184 hours
4 <sup>th</sup> and 5 <sup>th</sup>	208 hours
6 <sup>th</sup> and above	240 hours

### **Shift Differential**

Where designated, an additional amount per hour is paid for hours worked overnight and weekends.