



PAULDING

COUNTY HOSPITAL

Benefit Summary Information

<u>Benefit</u>	<u>Description</u>	<u>Eligibility</u>	<u>Cost</u>	<u>Contact</u>															
Vacation Time	<p>Time off is provided for employees as follows:</p> <table border="0"> <tr> <td>Years of Service:</td> <td>Accrual Rate:</td> <td>Max/full time</td> </tr> <tr> <td>0-7</td> <td>.0385</td> <td>80</td> </tr> <tr> <td>8-14</td> <td>.0575</td> <td>120</td> </tr> <tr> <td>15-24</td> <td>.0769</td> <td>160</td> </tr> <tr> <td>25 +</td> <td>.0962</td> <td>200</td> </tr> </table> <p>Vacation Sell Back: 0-24 years of service: eligible to sell back 40 hours 25+ years of service: eligible to sell back 80 hours</p>	Years of Service:	Accrual Rate:	Max/full time	0-7	.0385	80	8-14	.0575	120	15-24	.0769	160	25 +	.0962	200	All employees	No cost to employees	Call HR at ext. 127 for more information
Years of Service:	Accrual Rate:	Max/full time																	
0-7	.0385	80																	
8-14	.0575	120																	
15-24	.0769	160																	
25 +	.0962	200																	
Sick Time	<p>Leave provided for employees needing to care for their own health condition or that of an immediate family member, as defined by the HR Sick Leave Policy.</p> <p>Accrue .0575 hours. Max/full time: 120/year</p> <p>At retirement receive ¼ of accrued, unused sick time (up to 30 days maximum)</p>	All employees	No cost to employees	Call HR at ext. 127 for more information															
Holiday Time	<p>Full Time employees will receive holiday pay for each of the following holidays, Part Time Employees are paid if working on the holiday:</p> <p>10 Paid Holidays Per Year</p> <table border="0"> <tr> <td>New Years Day</td> <td>Labor Day</td> </tr> <tr> <td>Martin Luther King Day</td> <td>Columbus Day</td> </tr> <tr> <td>President's Day</td> <td>Veteran's Day</td> </tr> <tr> <td>Memorial Day</td> <td>Thanksgiving Day</td> </tr> <tr> <td>4th of July</td> <td>Christmas Day</td> </tr> </table>	New Years Day	Labor Day	Martin Luther King Day	Columbus Day	President's Day	Veteran's Day	Memorial Day	Thanksgiving Day	4 th of July	Christmas Day	Full and Part Time employees	No cost to employees	Call HR at ext. 127 for more information					
New Years Day	Labor Day																		
Martin Luther King Day	Columbus Day																		
President's Day	Veteran's Day																		
Memorial Day	Thanksgiving Day																		
4 th of July	Christmas Day																		
Bereavement Time	<p>1 - 5 days of paid bereavement leave, depending on the relationship as defined in the HR Funeral Leave Policy.</p>	Full and Part Time Employees	No cost to employees	Call HR at ext. 127 for more information															

Employee Assistance Program	<p>A confidential assessment, treatment, and referral service offering help to employees and their immediate family members in the areas of :</p> <ul style="list-style-type: none"> *Crisis Intervention *Surviving Divorce * Family or Marital Problems * Alcohol & Drug Dependency * Financial Problems * Troubled Teens * Personal & Work Stress * Work Conflicts * Other Personal Problems 	All employees and their dependents	No cost to employees.	Parkview Employee Assistance Program 1-800-721-8809
Retirement	<p>Public Employees Retirement System (PERS) Employees contribute 10% of earnings into PERS in lieu of Social Security. Employee will not pay into Social Security. PCH contributes 14% of an employee's earnings toward retirement. After 5 years of full time service equivalent you are vested. Currently, after 10 years of full time service equivalent, you can receive health coverage through the state retirement. However, this is subject to change per the OPERS Commission. A Full Time service equivalent is equal to \$ 250 gross per month.</p>	All employees	10% of earnings	Call HR at ext. 127 for more information
Ohio Public Deferred Comp.	<p>Allows pre-tax deductions for investment purposes. Contribute up to 25% of your annual salary or \$ 15,000 per year, whichever is less. Choice of investment options, similar to 401k. **Another Deferred Comp program is available through Edward Jones.</p>	All employees	Amount determined by employee	Call HR at ext. 127 for more information
Tuition Reimbursement	<p>80% reimbursement of tuition, books, and eligible fees. Full Time: \$ 7,500 per year w/ \$ 15,000 max. Part Time: \$4,500 per year w/ \$15,000 max. Must be employed six months and work a minimum of 6 days per pay. Must be returning to school to obtain a degree.</p>	Full and Part Time employees (.6 FTE & higher)	20% of costs	Call HR at ext. 127 for more information
Notary Public Services	Available in Administration and Medical Records.	All employees	No cost to employee	Call HR at ext. 127 for more information
Bonuses	<p>Certification Received/Renewed - \$ 100 CEUs or Educational Hours Obtained - up to \$ 75 (must have receipts and must have 24 hours/year for technical positions and 12 hours/year for general positions)</p>	All employees	N/A	Call HR at ext. 127 for more information

	Referral Bonus - \$ 200 for referring general positions, \$ 400 for referring technical positions, and \$ 600 for management positions			
Health Insurance	See Health Benefits Overview	Full Time and Part Time employees (.5 +)	Employee cost is highlighted in the Benefit Overview	Call HR at ext. 127 for more information
Dental Insurance	See Health Benefits Overview	Full Time and Part Time employees (.5 +)	Employee cost is highlighted in the Benefit Overview	Call HR at ext. 127 for more information
Vision Insurance	See Health Benefits Overview	Full Time and Part Time employees (.5 +)	Employee cost is highlighted in the Benefit Overview	Call HR at ext. 127 for more information
Life Insurance	Basic term life insurance & AD&D policy Part Time employees: \$ 5,000 coverage Full Time employees: 1 time annual salary	Full Time and Part Time employees (.3 +)	Basic term life is no cost to employees	Call HR at ext. 127 for more information
Supplemental Benefits	Employees can purchase at their own expense, the following policies through Voluntary Solutions/Aflac plans: <ul style="list-style-type: none"> • Short Term Disability • Accident Expense Protection • Cancer Expense Protection • Critical Illness Expense Protection • TransAmerica Whole Life Insurance 	Full and part time employees	Employees pay all costs	Contact Kevin Lawson at Voluntary Solutions at (419) 754-1254
Pre-tax Benefits	Flexible Spending Account: Allows employees to set aside pre-tax dollars to cover un-reimbursed medical, dental, and vision expenses. Section 125: PCH provides this opportunity for employees to take insurance deductions (excluding life insurance) as pre-tax deductions. Pre-tax deductions lower an employee's tax liability	Full and Part time employees	Funded by the employee	Call HR at ext. 127 for more information
Discounted Meals	Employees can purchase a discounted meal card at the Cashier's Office or in the Business Office	Full and part time employees	Employees pay the discounted price	Call HR at ext. 127 for more information
Discounts	Inpatient & Outpatient Charges: Employees can receive a 20% discount, up to \$ 80 on the self-pay	Full and Part Time	See HR Policy 7.09.09	Call HR at ext. 127 for

	<p>portion of inpatient and outpatient charges.</p> <p>Baseline Mammography: Employees receive a free baseline mammography or prostrate screening (does not apply to spouses)</p> <p>Telephone Charges: No charge for telephone or private room (when available) if an inpatient.</p> <p>Other Discounts: Cost plus 10% for all Dietary, DME, and over the counter medications.</p> <p>ER & Outpatient Room Charges: Employees and eligible dependents receive 100% of the self-pay portion for ER and Outpatient room charges.</p>	Employees		more information
Kid's Korner	Provides employees the ability to bring their ill children to the hospital for care while the employee works.	Full time and part time employees	\$ 3.00/hour	Call HR at ext. 127 for more information
Ohio Prepaid Tuition Program	Employees may payroll deduct savings for their children's college tuition through the Ohio Prepaid Tuition Program.	Full time and part time employees	Cost determine by employee	Call HR at ext. 127 for more information
Fitness Center	Employees may use the fitness facility at no charge during Fitness Center hours.	Full time and part time employees	No charge for employees	Call the Fitness Center for more information
AAA Vendor Discounts	AAA Membership - group discount available Group # CG9161	Full and Part time employees	AAA Basic - \$ 42/yr AAA Plus - \$ 72/yr AAA Plus RV - \$ 102/yr	Call AAA at (419) 843-1234
Gen-Fed Credit Union	Gen-Fed Credit Union Membership Available - special loan rates for members. Current loan rate of 4.5% auto loan rate.	Full and part time employees	Rates based on credit rating	Call Gen-Fed at (419) 258-5151