



Benefits-At-A-Glance

*Your
Employee Benefits
At
Pike County Memorial Hospital*

The following pages will briefly describe some of the benefits, services And programs available to you as an employee of Pike County Memorial Hospital.

These benefits were carefully designed in response to the needs and concerns expressed by our employees.

We continue to survey the practices of other employers to assure that our programs remain competitive and meaningful. Our main concern, however, is you. Your voice is very important. Please let us know what you think of your benefits. It is only through you that we will know if we have succeeded.

Benefit	Received By	Begins...	Description
Cafeteria	All Employees	Upon Employment	20% discount on purchases in the cafeteria. Free coffee, tea and lemonade while on duty.
Consolidated Annual Leave (CAL)	Benefit Eligible Employees	On the 91st day of benefit eligible employment	CAL accrual based on years of service and hours worked(See "CAL" in handbook)
Dependent Care Spending Account	Benefit Eligible Employees	First of month following 90 day training period	Dependent care expenses can be paid with pre-tax earning. Written application is required.
Christmas Club	Regular Full & Part Time Employees	Upon Employment	Payroll Deduction Christmas Savings Plan.
Employee Activities	All Employees	Upon Employment	Hospital events including annual awards banquet and numerous holiday and other activities
Medical and Dental Insurance(Package Plan)	Benefit Eligible Employees	First of month following 90 day training period	Optional comprehensive health & dental care plan available for you and your family.
Health Care Spending Account	Benefit Eligible Employees	First of month following 90 day training period	Qualifying expenses not covered by insurance can be paid with pretax earnings. Written application required.
Hospital Care Discount	Benefit Eligible Employees	First of month following 90 day training period	65% discount on inpatient and outpatient services for individuals with medical insurance. 20% discount for employees not covered by a Health Care Plan.
Leaves of Absence	Benefit Eligible Employees	After completion of 90 day training period	Medical, Personal, Education or Military Leave available.(See handbook)
Life Insurance	Benefit Eligible	First of month following 90 day training period	Basic life insurance amount 1X annual salary. Minimum of \$20,000. Additional coverage for spouse and children available
Notary Public	All Employees	Upon Employment	Free Notary Services provided by PCMH Business Dept.
Pension Plan	Full & Part Time Employees	Age 21 and 3 years employment with 1,000 hrs. Of service each year	PCMH contributes 4.5% employees gross annual salary into employees pension account. 100% vested upon participation in the plan.

Benefit	Receive By	Begins...	Description
Prescription Discounts	Benefit Eligible Employees	First of month following 90 day training period.	PCMH offers a cost plus two (2) dollars pricing on prescription drug purchases through the Pharmacy Dept.
Rest Periods	All Employees	Upon Employment	Flexible break periods (Two fifteen min. Breaks per shift)
Service Awards	All Employees	Five years of continuous employment	Service recognition after each 5 consecutive years service & at retirement.
Tax Deferred Annuity	.04 Benefit status and above	Upon Employment	Convenient pre-tax payroll deductions available to assist with you retirement planning.
Tuition Reimbursement	Benefit Eligible Employees	After one year of employment	Tuition reimbursement for approved, job-related continuing education
Employee Assistance Program	All Employees	After 90 day training period	EAP program is designed to help individuals who have personal problems that impair or have the potential to impair their work performance. 5 free counseling per year.
Employee Wellness Program	All Employees	Upon Employment	Free Dietary, Exercise & Smoking cessation classes