

Employee Benefits Overview

PAID VACATION AND PERSONAL TIME

- Two weeks vacation to start • Three weeks vacation after four years
- Four weeks vacation after eight years • Four personal days
- Paid sick time • Six holidays

HEALTH CARE BENEFITS*

- First Priority (HMO or HMO Plus) medical coverage for you and your dependents
- Dental coverage – United Concordia
- Vision coverage – Davis Vision

* All health care benefits are effective on the first day of the month that follows the date of hire.

LIFE AND DISABILITY INSURANCE

- Life insurance at two times your annual salary • Long-term disability insurance (employer provided)

TAX SHELTERED RETIREMENT PROGRAM

- Services provided by MetLife
- Employer matches from 1.5% to 2.5% of employee's pre-tax contribution, based on years of service (Hospital and Support Services only).

PENSION PLAN

- After working five years, you will be 100% vested to receive retirement income based on length of service and earnings.

TUITION REIMBURSEMENT

- \$3,000 per year for undergraduate education
- \$3,300 per year for graduate education

PHARMACY DISCOUNT*

- Over-the-counter medication at cost, plus a nominal fee
- * Some exclusions may apply.

CREDIT UNION

- Valley Pride and Nesbitt credit unions available
- Vacation, savings and/or Christmas club

OTHER BENEFITS MAY INCLUDE:

- Sign-on Bonus (up to \$6,000)
- Nursing student loan forgiveness (up to \$12,500)
- Discount park and movie tickets
- Holiday buffet
- Library services
- Discount fitness center membership

