

**ROLLING PLAINS MEMORIAL HOSPITAL
SWEETWATER, TEXAS**

The following summary of benefits is to be used as a brief guideline.
Answers to questions and further assistance are available from Human Resources.

SUMMARY OF BENEFITS FOR FULL-TIME EMPLOYEES

<u>BENEFIT</u>	<u>PAID BY</u>	<u>ELIGIBILITY</u>	<u>BENEFIT RECEIVED</u>
Health Insurance for Employee	Employee \$40 Monthly	After 60 days	Comprehensive Group Medical Benefits & Prescription Drug Card
Health Insurance for Dependents	Employee	After 60 days	Came comprehensive Group Medical Benefits as for employee
Life Insurance	RPMH 100%	After 60 days	\$10,000 Term Life Policy
Supplemental Insurance	Employee	After 60 days	Affordable dental, cancer & accident policies with premiums taken by payroll deduction and pre-tax savings. Life and short term disability available.
Retirement Plan	Employee/RPMH	After 60 days	RPMH will match 4% of annual base salary with VALIC. Annuity accounts also available.
Paid Time Off	RPMH 100%	After 90 days	PTO hours earned each pay period at the rate determined by length of service. Used for approved time off.
Extended Illness Bank	RPMH 100%	After 90 days	EIB hours earned each pay period at the rate determined by length of service. Used in extended periods of absence due to personal illness.
Medical Reimbursement Account (FSA)	Employee	After 60 days	Allows tax saving on monies set aside for out of pocket medical expenses.
Family Medical Leave (FMLA)	RPMH	After 12 Months	Maintain seniority and benefit status while on approved FMLA.
Bereavement Leave	RPMH	Immediately	Up to two, fully paid consecutive work days.
Jury Duty	RPMH	Immediately	Regular base salary less pay as a juror.
Credit Union	Employee	Immediately	United Heritage Credit Union – Austin. Savings deposits through payroll deduction.
Continued Education Programming	RPMH	Immediately	Texas Tech University Health Science Center Health Net.
Educational Assistance	RPMH (2/3)	After 90 days	For approved courses, RPMH will reimburse for 2/3 of cost.

<u>BENEFIT</u>	<u>PAID BY</u>	<u>ELIGIBILITY</u>	<u>BENEFIT RECEIVED</u>
Shift Differential	RPMH 100%	Immediately	Differentials paid for evening and night shifts.
Weekend Differential	RPMH 100%	Immediately	Differentials paid for shifts beginning at 7 AM on Saturdays & ending at 7 AM on Mondays.
Specialty Care Differential	RPMH 100%	Upon completion of orientation and competencies.	Licensed and Registered employees working in ER, ICU, OB, OR & Cardiac Rehab receive this differential.
Salary Increases	RPMH 100%	Annually	Annual evaluations are basis for salary increases.
Social Security	RPMH 50%	Immediately	
Unemployment Insurance	RPMH 100%	Immediately	
Worker's Compensation	RPMH 100%	Immediately	Coverage for loss of earnings or expenses incurred due to an on the job injury.
Wellness Center for Employee	RPMH 100%	Immediately	Employee has access to Wellness Center & fitness services.
Wellness Center for Dependents	Employee	Immediately	Same access as employee for small monthly fee.
Hospital Services	RPMH 100%	After 90 days	100% discount on RPMH In-patient and Out-patient services.
Service Awards	RPMH 100%	After 5 years	Awards for 5,10,15,20,25,30 or more years of continuous service.
Discount Cafeteria Meals	Employee	Immediately	May be paid by cash or payroll deduction up to a pre-set limit.
Direct Deposit or Employee Payroll Cards	No charge	Immediately	All wages are paid by direct deposit. Pay stubs available on line for the employee's convenience.



R P M H +

200 East Arizona Avenue, Sweetwater, Texas 79556
 Telephone: 325-235-1701
 Fax: 325-235-1783
rpmh.net