



EMPLOYEE BENEFITS

AT - A - GLANCE

HEALTH INSURANCE

- State Employee Health Program (SEHP)
- Blue Cross/Blue Shield of Kansas, Aetna
- Plan A, C, N or J (Deductibles vary depending on plan choice)
- Eligible on day one of employment
- Physician's Office Co-pay - \$20.00 (Plan A)
- Wellness benefits covered in Full.

CAREMARK RX DRUG COVERAGE

- Generic - 20% Coinsurance
- Preferred Name Brand - 40% Coinsurance

DETLA DENTAL

- Diagnostic & Preventative Services
- Annual Benefit Max-\$1,700.00
- Lifetime Orthodontic - 50% Coinsurance to a max of \$1000.00

SURENCY VISION

- Basic & Enhanced Options
- Eyeglasses - \$25.00 Materials Copayment
- Lenses/Frames annual allowances vary depending on Plan Choice
- Contact Lenses - Up to \$150.00 annual allowance

LIFE INSURANCE

GMC pays a premium for (1) term life insurance policy on all full-time employees after 90 days.
(1) Reliance Insurance - Twice the employees annual salary

PENSION - SEK FINANCIAL

All new employees are allowed to participate in the pension plan. However GMC will not contribute until the employee's one-year anniversary date. Employees may contribute a percentage of their gross pay each pay period up to a maximum allowed by law. The hospital will contribute a matching contribution up to 3% after the employees' one year anniversary.

SHORT TERM DISABILITY

All full-time employees will qualify for STD the first of the month following a 90 day waiting period. This is an optional, employee-paid benefit. If unable to work, employees are eligible to receive 60% of their gross wages each week after a 2 week elimination period.

LONG TERM DISABILITY

After the first of the month following 1 year of service the employee will qualify for LTD. GMC pays the premium for LTD. The employee would receive 60% of their gross pay each week after a 6 month elimination period.

ALL STATE

The employee has the option to purchase Cancer, Accident & Critical Illness insurance that is an employee-paid benefit.

HEALTH & DEPENDENT CARE REIMBURSEMENT PLAN

Employees qualify for the Flexible Spending Account after one year of service. The plan allows the employee to tax shelter up to \$5,000 per plan year to be reimbursed for healthcare and dependent care expenses.

PAID TIME OFF (PTO)

PTO begins accruing on full-time and part-time employees on day one of employment. After the 90 day probationary period has been completed, PTO may be used. New employees accrue at a rate of .0845% for each hour worked during the pay period. This is approximately 176 hours per year or 22 (8) hour days which includes holidays.

EMPLOYEE DISCOUNTS

After the 90-day probationary period, employees receive a 50% discount for hospital and clinic services provided by GMC (including co-pays). Discounts include the employee's spouse and children up to 18 years or 26 years if a full-time student. Employees also purchase drugs at our hospital pharmacy at cost plus 10% for themselves, spouse, and children up to 18 years of age.