



## **GRANDE RONDE HOSPITAL, INC. SUMMARY OF BENEFITS**

1. **Regence Blue Cross/Blue Shield of Oregon** - Medical, Vision and Pharmacy Drug Plan coverage. Grande Ronde Hospital will provide 95% coverage for full time employees and 85% for part time employees. The Hospital will also pay 55% for two-part coverage and 60% for family coverage.
2. **ODS** - Dental and Orthodontia coverage. Grande Ronde Hospital will provide 95% coverage for full time employees and 85% for part time employees. The Hospital will also pay 55% for two-part coverage and 60% for family coverage.
3. **Health Equity Account** - Offers deferred Medical and child care expenses.
4. **401k Retirement Plan/Employee Savings Plan**- Offers tax deferral up to maximum permitted by law (See Personnel Policy for current year contributions). Hospital matches the first 3% you salary defer and contributes a base amount of 2% of your annual salary. Some limitations apply. Can defer up to the IRS allowable.
5. **Lincoln-Life Insurance/AD&D** - The hospital pays for \$20,000 life insurance on the employee. Also provided is a \$3,000 life policy for each dependent including your spouse.
6. **Lincoln-Supplemental Life** - Also available is a supplemental insurance plan for you and/or your spouse for up to \$300,000 at group rates. Price is based on your age and will increase as you get older.
7. **Lincoln-Long Term Disability** begins 90 days after the date injury/illness starts. Pays 2/3 of your monthly salary until you return. Maximum monthly benefit based on \$7500 salary will be \$5000 per month.
8. **AFLAC Insurance** – Several plans included. Cancer, hospitalization, short term disability. Some are pre-taxed.
9. **Discounts** – Include meals in the Hospital Cafeteria and Wireless phones. See Personnel for more information.
10. **Earned Leave Program** - provides paid time for vacation, holidays and illness.
11. **Extended Illness Hours (EIH)** – provides paid time for extended illness, bereavement or disability.
12. **Physical Fitness Program** - Offers the employee 24 hour access to the Rehab Therapy Fitness Center with the latest exercise equipment.