

## Long-Term Disability Insurance:

- 60% of monthly earnings to \$5,000
- 90 day elimination period
- 5 years or SSNRA benefit duration

## Flexible Spending Account:

**Allowable pre-tax amounts (for plan year May 2011 - April 30, 2012)**

- Medical: up to \$5,000
- Childcare: up to \$5,000

## Paid Time Off (PTO):

- Full-time employees will earn approximately 21 days per year for the first 5 years of employment (.08077 per hour), approximately 26 days per year for years 6-15 (.10000 per hour), and approximately 31 days per year thereafter (.11923 per hour)
- Part-time employees will accrue PTO in direct relation to their hours worked

## Holiday Differential:

**Holidays observed by Community Hospital include the following:**

- New Year's day
- Memorial day
- Independence day
- Labor day
- Thanksgiving day
- Christmas day

**(When working one of the six legal holidays, employee will be paid time and one half for hours worked.)**

## Payroll:

**Community Hospital offers bi-weekly pay periods. Pay periods are as follows:**

- Every two weeks, pay periods begin on Sunday and end on Saturday
- Checks and direct deposits are available the Friday following the end of the pay period
- Direct deposits may be split between financial institutions for your convenience

## Retirement Plan:

- Community Hospital currently has a 403(b) plan into which employees may defer pre-tax dollars or after tax dollars
- Community Hospital contributes 1% on gross earning per pay period to all employees

## Human Resources

2021 N. 12th Street  
Grand Junction, CO 81501

(970) 255-2123 Direct  
(800) 621-0926 Toll Free

# Community Hospital

## Employee Benefits at a Glance

May 1, 2011 - April 30, 2012



# Community Hospital

Community Hospital values its employees and invests in their future by providing a competitive compensation package, benefits and training.

## Your Available Benefits at a Glance:

- Medical
- Dental
- Vision
- Life insurance/AD&D
- Long-term disability
- Short-term disability
- Flexible spending accounts
- Paid time off
- Holiday Differential
- Long-term care
- Colonial
- AFLAC

All full-time and part-time employees who work a minimum of 24 hours a week are eligible for benefits.

This brief summary is provided as a general overview. All benefits are subject to all policy provisions and requirements of the respective insurance contracts.

This does not imply an employer contract or create contractual obligations of any kind.

*Please refer to the Summary Plan Description for a detailed description of benefits, rules and regulations for accessing those benefits.*

## Medical:

### Preferred Provider Organization (PPO)

- \$15 CHPO office visit co-pay
- \$25 RMHP ASO physician co-pay
- \$1,000 individual deductible
- \$2,000 family deductible
- \$8/\$25 generic/brand Rx co-pay
- Orchard Pharmacy
- \$16/\$40 generic/brand Rx co-pay
- WellDyne Rx Pharmacy

## Dental:

### Indemnity Dental (any provider)

- \$50 individual deductible
- 100% preventative services
- 80% basic services
- 50% major services
- 1,500 individual plan year maximum

## Vision (any provider):

- \$10 eye exam co-pay every 12 months
- \$25 lenses co-pay every 12 months
- \$130 allowance for frames every 24 months

## Short-Term Disability:

- Pays 60% of gross weekly earnings to \$1,500
- 0 day elimination period for accidents
- 7 calendar day elimination period for illness
- Up to 13 week benefit duration for each incident

## Life AD&D Insurance:

- Class I & II: 2 x's annual salary to \$500,000
- Class III: 1 x's annual salary to \$125,000
- Spouse: \$10,000
- Child: \$5,000 from 6 months to 19 years (to age 23 if enrolled as a full-time student)  
14 days to 6 months is \$500  
Under 14 days is \$0

## Optional Voluntary Life/AD&D Insurance:

### Spouse and Child coverage only available if employee elects coverage on self

- Employee: \$1,000 increments to the lesser of 5 x's annual salary or \$500,000
- Spouse: \$1,000 increments to \$150,000 (spouse coverage can not exceed 100% of employee's optional life coverage)
- Child: \$1,000 increments to \$10,000
- AD&D: \$10,000 increments for employee, \$5,000 increments for spouse, \$1,000 increments for child