

Peterson Regional Medical Center
Employee Benefits



Your eligibility to take part in the PRMC Benefit Program begins the first day of the month following 60 days of full time or part-time employment.

Paid Time Off (PTO) & Sick Leave Insurance Policy (SLIP) These two programs provide accrued hours to pay when taking time off for leisure, personal business and extended illness.

Hours are accrued on a pay period basis with accrual rates contingent on your status and tenure. Employees cannot 'cash out' SLIP pay when they leave hospital employment.

Medical

This major medical plan has 3 levels to choose from. Co-pays for in-network physician office visits are \$30. Individual in-network deductibles are as follows: \$1,000, \$1,500 and \$2,000, co-insurance in-network 80% for all 3 levels, individual max out of pocket in network is \$6,350 for all three levels and Preventative Wellness Benefits in-network are covered 100%/ The medical plan includes prescription coverage with all 3 levels.

Dental

100% routine oral examinations are covered. Limited to 2 exams per calendar year. Deductible for the Dental plan is \$50 per person, or \$150 per family. The Basic benefits package (payable by the plan) is covered at 80%. There is a \$1500 per person annual maximum benefit per person.

Flexible Spending Accounts

Save tax dollars on money that you spend on out-of-pocket medical expenses or childcare expenses. Medical expenses up to \$2,500 a year can be put in your spending account. Dependent care spending accounts can have up to \$5,000 a year put into it.

Vision

VSP Choice Full Feature plan has the nations largest vision network with 50,000 plus locations in the nation. Exam co-pays are \$10. Materials co-pays are \$25. This waived for elective contact lenses.

Group Term Life with AD&D, with supplemental buy-up options:

The hospital will pay 100% for basic life, and Accidental Death & Dismemberment (employees only) 2x annual salary and 4x annual salary for accidental death. Supplemental buy-up options include special underwriting which allows you to purchase up to \$200,000 guarantee acceptance for employees, \$50,000 for spouse, and \$10,000 for eligible dependents.

Group Cancer Plan:

Guaranteed issue acceptance during your initial enrollment. Benefit paid directly to the policy holder and portable.

Critical Illness:

Guaranteed acceptance for employee at \$20,000, spouse at \$10,000 and children at \$10,000.

Short Term Disability

Option 1: Eight day waiting period with a maximum benefit duration of 13 weeks.

Option 2: Thirty day waiting period with a maximum benefit duration of 9 weeks.

Long Term Disability

Insures 60% of monthly earnings to a maximum of \$6,000 per month for on or off the job injury or sickness. 90 day waiting period with a maximum payment period to age 65 or to normal social security retirement age.

Medical Discounts:

Upon active employment, employees will receive a 50% discount on outpatient services and emergency room treatment (exclusive of physician's fees). Prescription drugs at hospital cost, plus \$2.00. A 10% discount for outpatient surgery/mini stays and inpatient services.

Retirement Plan 401-K or 403-B

Participating in the retirement plan offers you an excellent opportunity to maximize your retirement benefits by taking advantage of tax-deferred earnings. It's easy! You contribute through the convenience of payroll deduction.

Wellness Program

Employees who are active members of an exercise facility have an opportunity for a \$10 subsidy. Compliance with an exercise incentive program allows those employees monetary bonus biannually or yearly. Employees are rewarded with reduced medical insurance premiums when they are compliant with the Wellness Points program.

Employee Recruitment Bonus

\$1000 cash will be given to an employee who refers an RN that is hired Full Time/Pool II. \$500 cash will be given to an employee who refers an RN that is hired Part Time/Pool I, and \$50 for an RN that is hired PRN. Any employee that refers an applicant that is hired full time for any non RN position will receive \$75 cash.

Longevity Bonus

Employees successfully completing 10 years of services or more, will receive a LONGEVITY biweekly bonus

Education Assistance

Peterson Regional Medical Center cares about employees furthering their education and has implemented a program to assist in payment of employee's expenses for tuition, books, and required library and lab fees upon satisfactory completion.

EAP (Employee Assistance Program)

Work Life Matters provides guidance for personal issues that you might be facing and information about other concerns that affect your life. Employee Assistance Program includes 3 free sessions and financial counseling, unlimited fee telephonic consultation with an EAP counselor available 24/7

Credit Unions

Peterson Regional Medical Center has payroll savings and loan privileges through several credit unions. Call Human Resources for more information

Meal Discount

Employee will receive 35% discount on hot bar, grill, salad bar, and fountain sodas. Excludes desserts, fruit, and pre-packaged items.

Welcome to Peterson Regional Medical Center.

Relax and enjoy the scenery - We've got you covered. Your benefits package is designed to put your mind at ease so you can concentrate on helping us set a new standard for healthcare in the Texas Hill Country.



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Human Resources (830) 258-7440

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