



REGIONAL HEALTH

Human Resources
(605) 719-5510 FAX (605) 719-5500

BENEFITS

You get more than a job at Regional Health

BENEFIT	WHO PAYS	WHEN YOU ARE ELIGIBLE	WHAT YOU RECEIVE
Paid Personal Leave (PPL)	Regional Health	Immediately	Days accumulated each year: 22 paid days for 0-4 years 27 paid days for 5-9 years 32 paid days after 10 years
Extended Illness Accrual Bank (EIAB)	Regional Health	Immediately	Maximum of 122.5 days (980 hours) accrued at rate of six (6) days per year providing full salary in event of long-term illness/disability. Coordinated with PPL.
Hospitalization Medical/Surgical	You and Regional Health	Effective 1 st day of month following 30 days of employment. Employee Only FT.....\$ 48.00/pay period Employee Only PT\$ 60.50/pay period Employee Only FT tobacco user\$ 60.50/pay period Employee Only PT tobacco user\$ 73.00/pay period Employee FT + child(ren).....\$103.00/pay period Employee PT + child(ren)\$128.00/pay period Employee FT + child(ren) tobacco user ...\$115.50/pay period Employee PT + child(ren) tobacco user ...\$140.50/pay period Employee FT + spouse\$103.00/pay period Employee PT + spouse\$128.00/pay period Employee FT + spouse + tobacco user...\$115.50/pay period Employee PT + spouse + tobacco user...\$140.50/pay period Family FT\$140.00/pay period Family PT\$175.00/pay period Family FT + tobacco user\$152.50/pay period Family PT + tobacco user\$187.50/pay period Pre-tax premiums. Premiums subject to change.	Group Self Insured Plan See summary plan description for details.
Dental Insurance	You and Regional Health	Effective 1 st day of month following 30 days of employment. Premiums deducted twice per month. single\$10.44/pay period family (less than 5 years of service)\$22.74/pay period family (more than 5 years of service)\$12.84/pay period Pre-tax premiums. Premiums subject to change.	100%.....coverage with no deductible, for preventive care 80%coverage after deductible for restorative services 60%.....for major services
Vision	You	1 st day of month following 30 days of employment. Employee Only\$ 3.43/pay period Employee + child(ren)\$ 7.34/pay period Employee + spouse.....\$ 6.86/pay period Family\$11.73/pay period Pre-tax premiums. Premiums subject to change.	Comprehensive Vision Plan
Life Insurance / AD & D	Regional Health	1 st day of month after 30 days.	1 x annual salary up to \$50,000; 2 x if death is accidental
Unreimbursed Medical Care	You	Immediately	Allows payroll deduction from pre-tax dollars for unreimbursed medical expenses.
Dependent Care	You	Immediately	Allows payroll deduction from pre-tax dollars to pay dependent care.
Supplemental Life	You	1 st day of month after 30 days.	Additional coverage may be purchased in \$10,000 increments up to 5 times annual salary as well as for spouse and dependent children.
Supplemental AD&D Insurance	You	1 st day of month after 30 days.	\$10,000 to \$300,000 coverage for accidental death and dismemberment.
Short Term Disability	You	1 st day of month following 30 days of employment.	60% monthly salary replacement due to a disability up to \$6,000 per month maximum. Subject to a 14-day elimination period.
Long-Term Disability	You	1 st day of month after 30 days and work 64 or more hours per pay period.	60% monthly salary replacement due to a disability.
Critical Illness	You	1 st day of month following 30 days of employment.	Lump sum benefit paid following the diagnosis of one of several specified diseases or conditions.
Pension Plan	Regional Health	100% vested after three years of qualifying service.	A Cash Balance Pension Account Contribution based on salary: 3% contribution 1 – 7 years of service 4% contribution 8 – 19 years of service 5% contribution 20+ years of service
Tax Sheltered Annuity	You	Immediately	Allows payroll deduction from pre-tax and post-tax (Roth) dollars for retirement saving.
Shift Differential	Regional Health	Immediately	Paid for evenings, charge, nights, and weekends.
Holiday Pay	Regional Health	Immediately	1 ½ times regular hourly rate for designated holidays, if worked
Tuition Reimbursement	You and Regional Health	After six months employment must be pre-approved or as per local policy.	Reimbursement for educational expenses available. See local policy for details.
Employee Development Certification Assistance	You and Regional Health	After twelve months employment must be pre-approved.	Reimbursement for enhanced certification available.
Adoption Assistance	Regional Health Physicians	Upon completion of 12 months of service and are working a minimum of 20 hours per week.	Up to \$1500 per fiscal year (\$3000 lifetime maximum).
Continued Education and Employees Prof. Meetings	Regional Health	Immediately	Inservice training and education, leave of absence
Bereavement Leave	Regional Health	Immediately	Up to 24 working hours fully paid leave for death in immediate family.
Jury Duty	Regional Health	Immediately	Normal pay for scheduled work hours while on jury duty.
Military Leave	Regional Health	Immediately	Leave of absence status in compliance with ERISA law.
Employee Assistance Program	You and Regional Health	Immediately	Assists employee and family members with personal or job-related issues posing a threat to health, well-being, and employment. Free, confidential assistance.
Cafeteria	You and Regional Health	Immediately	Nutritious meals at reasonable prices for our locations with cafeteria service.
Employee Activities	Regional Health	Immediately	Entertainment and recreation activities: family picnic, holiday tea, dances, spring movie, sports events, etc.
Malpractice Insurance	Regional Health	Immediately	Protection in the event of lawsuits.
Health Services	Regional Health	Immediately	Pre-work screening; Drug Screenings; TB skin test
Workers' Compensation	Regional Health	Immediately. Injuries must be reported to supervisor and Occupational Health Department.	Surgical, medical care, and compensation for on-the-job injuries
Social Security	You and Regional Health	Immediately	Retirement, disability, and/or survivor income
Med 5 Federal Credit Union	You	Immediately.	Savings, loan, and checking located on-site at Rapid City Regional Hospital.
Business Travel Accident Insurance	Regional Health	Immediately	Provides up to \$250,000 for full time (72+ hours) and up to \$125,000 for part time (8 to 71 hours) death and dismemberment benefit.
Employee Training and Development	Regional Health	Immediately	Access to Regional Health University (RHU), a corporate university designed to enrich the personal growth and development of employees. Classes focus on supervisory skills, professional development, computer skills, communications, customer service, and other development opportunities to enhance employee development throughout the organization.

The above is intended as an abbreviated synopsis of the numerous fringe benefits available. For specific details of any fringe benefit described, refer to the Employee Handbook or contact the Human Resources Department.