

Benefits & Compensation

- Premium Pre-Tax Benefits
- Other Benefits
- Additional Services or Benefits

- Compensation
- PTO Accrual Rates

Benefits below are for non-supervisory employees. Eligibility for most benefits begins the first day of the month following 30 days of eligible service.

Premium Pre-Tax Benefits:

| Benefit | Features and Eligibility | Who Pays |
|----------------------------------|--|---------------------------|
| ◆ Medical Insurance | Coverage for employees (and dependents) assigned to work at least 48 hours per two-week pay period. | Gibson General & Employee |
| ◆ Dental & Vision Insurance | Coverage for employees (and dependents) assigned to work at least 48 hours per two-week pay period. | Gibson General & Employee |
| ◆ Optional Life Insurance | Optional term insurance at one, two, or three times your annual salary, \$300,000 maximum. | Employee |
| ◆ Cancer Insurance | Available for employee and family. Select the option best suited to you. For those employees assigned to work at least 48 hours per two-week pay period. | Employee |
| ◆ Health Care Expense Account | Employees may elect to direct from \$5 to \$192.30 per two-week pay period into a non-taxable reimbursement account for eligible non-covered medical expenses. For those employees assigned to work at least 40 hours per two-week pay period. | Employee |
| ◆ Dependent Care Expense Account | Employees may elect to direct from \$5 to \$192.30 per two-week pay period into a non-taxable reimbursement account for dependent care. For those employees assigned to work at least 48 hours per two-week pay period. | Employee |
| ◆ Retirement Plan (401(k)) | Employee may deposit up to 85% of salary into plan (subject to annual federal maximum). Hospital matches 50% of employee contributions, up to 4% of annual income. | Gibson General & Employee |

COMPENSATION

| Benefit | Features and Eligibility | Who Pays |
|----------------------------|---|-----------------|
| ◆ Bereavement Pay | Up to 5 days paid time off for death in the immediate family, based on relationship to deceased. | Gibson General |
| ◆ Call-Back Pay | Time and one-half base rate plus applicable shift premium per hour, for all hours called back in to work, with a minimum of 1 hour. | Gibson General |
| ◆ Holiday Pay | Hourly employees receive time and one-half base rate for hours worked on the following six holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas Day. | Gibson General |
| ◆ Merit Increases | Eligible for annual merit increases based on job performance. | Gibson General |
| ◆ On-Call Pay | \$1.75 for all hours remaining on call. | Gibson General |
| ◆ Overtime Pay | Time and one-half base rate for hourly employees | Gibson General |
| ◆ Paid Time Off (PTO) | PTO combines time off with pay (vacation, holiday time, personal days, sick time) into one category called a PTO bank. Each pay period you will accrue a certain number of PTO hours into your bank. PTO hours accrue based on worked/paid hours and years of service. (See table below.) | Gibson General |
| ◆ Shift Differential Pay | \$1.25 per hour for shifts of 4 hours or more worked between 3:00 p.m. and 7:00 a.m. | Gibson General |
| ◆ Weekend Differential Pay | Additional \$1.00 per hour for hours worked on weekends. | Gibson General |

OTHER BENEFITS:

| Benefit | Features and Eligibility | Who Pays |
|---------------------------------|---|-----------------|
| ◆ Continuing Education | In-service programs for staff development with CEU credits available. | Gibson General |
| ◆ Dependent Life Insurance | Optional term insurance on spouse of \$10,000 or \$15,000 and \$5,000 on each child. | Employee |
| ◆ Direct Deposit | Pay check automatically deposited into a checking or savings account. | Gibson General |
| ◆ Discount On Hospital Services | Discount on services of Gibson General Hospital for employee's family members (any relative). | Gibson General |
| ◆ Employee Assistance Program | Short-term counseling and referral for employees and their immediate family members. | Gibson General |

| | | |
|-----------------------------|---|---------------------------|
| ◆ Health Services | Pre-employment physical exam, health screenings, and flu shots. | Gibson General |
| ◆ Jury Duty | Receive your regular base rate of pay for assigned hours while serving on jury duty. | Gibson General |
| ◆ Leave of Absence | Available for Medical, Family, Military, and Personal purposes. | Gibson General |
| ◆ Life Insurance | Term insurance equal to one times your annual salary. | Gibson General |
| ◆ Long-Term Disability | Receive 60% of your monthly salary when disabled for more than 180 days for employees assigned to work at least 48 hours per two-week pay period. | Employee |
| ◆ Prescription Drugs | Coverage for short-term and long-term drugs if enrolled in the medical insurance coverage. | Gibson General & Employee |
| ◆ Parking | Free, well-lighted, close parking available. | Gibson General |
| ◆ Rest Break | Fifteen minute rest break during each shift of at least 8 hours. | Gibson General |
| ◆ Service Recognition | Recognition of years of service in increments of 5 years, with a service pin and appreciation dinner. | Gibson General |
| ◆ Short-Term Disability | Select the monthly benefit amount you are comfortable with in relationship to your annual income, for employees assigned to work at least 48 hours per two-week pay period. | Employee |
| ◆ Social Security | Monthly retirement/disability benefits. | Gibson General & Employee |
| ◆ Transfer | Opportunity for advancement to other positions in the Hospital. | Gibson General |
| ◆ Tuition Assistance | Financial assistance for educational training for employees assigned to work at least 8 hours per two-week pay period. | Gibson General |
| ◆ Unemployment Compensation | Coverage as determined by the State for loss of income when out of work. | Gibson General |
| ◆ Workers' Compensation | On-the-job accident/illness coverage for loss of income and medical expenses according to Indiana State law. | Gibson General |

PTO ACCRUAL RATES:

The following applies to full-time hourly employees (those assigned 72 or more hours per pay period):

| | | | |
|-------------------------------|--------------------|---------------------|-------------------|
| Years of Service: | 0 – 5 years | 6 – 15 years | 16 + years |
| Accrual Rate per Hour: | 0.08077 | 0.10000 | 0.11923 |

| | | | |
|---------------------------|---|------------|------------|
| Max. Bank Accrual: | 480 | 480 | 480 |
| Paid Hours | Accrual per 2-Week Pay Period (Annual Accrual) | | |
| 80 | 6.46 (168) | 8.00 (208) | 9.54 (248) |
| 72 | 5.82 (152) | 7.20 (187) | 8.58 (223) |

The following applies to part-time hourly employees (those assigned 8 to 71 hours per pay period):

| | |
|-------------------------------|---|
| Years of Service: | 0 – 16 + |
| Accrual Rate per Hour: | 0.03846 |
| Max. Bank Accrual: | 480 |
| Paid Hours | Accrual per 2-Week Pay Period (Annual Accrual) |
| 64 | 2.46 (64) |
| 56 | 2.15 (56) |
| 48 | 1.85 (48) |
| 40 | 1.54 (40) |
| 32 | 1.23 (32) |
| 24 | 0.92 (24) |
| 16 | 0.62 (16) |
| 8 | 0.31 (8) |

ADDITIONAL SERVICES OR BENEFITS:

- Notary public service for items needing Notarized.
- Discounts available for admission to local and national theme parks.
- Incentive for working straight weekends in designated areas.
- Activities Committee offers a variety of activities for employees and family members during the year.