



BCMH

Bates County Memorial Hospital
The Heart Of Community Healthcare

(660) 200-7000

Employee Benefit Summary

P.O. Box 370
Butler, MO 64730
www.bcmhospital.com

BENEFIT	WHO PAYS	WHO IS ELIGIBLE	WHEN ELIGIBLE	WHAT YOU RECEIVE
EMPLOYEE HEALTH INSURANCE	Employee pays each pay period. Premium deducted on a pre-tax basis.	FT employees	1 st of month after completing 90 days of FT employment.	Choice of \$500, \$1000 or \$1500 deductible plan at BCMH. Insurance protection for employee up to \$1,000,000 max.
DEPENDENT HEALTH INSURANCE	Employee pays each pay period. Premium deducted on a pre-tax basis.	FT employees	1 st of month after completing 90 days of FT employment.	Choice of \$500, \$1000 or \$1500 deductible plan at BCMH. Insurance protection for employee and dependents up to \$1,000,000 max.
EMPLOYEE DENTAL INSURANCE	Included in health insurance premium	Employee covered on BCMH health insurance	1 st of month after completing 90 days of FT employment.	Dental insurance for employee.
DEPENDENT DENTAL INSURANCE	Included in health insurance premium	Employee and dependents covered on health plan	1 st of month after completing 90 days of FT employment.	Dental insurance for employee and dependents.
LIFE INSURANCE	BCMh pays for life coverage. Employee may purchase additional coverage.	FT employees	1 st of month after completing 90 days of FT employment.	Life Insurance Benefits for Employee Voluntary available For Employee, Spouse, & Children
LONG-TERM DISABILITY	Hospital	First of month following two years FT employment	After declared disabled for three months.	% of gross wages as long as disabled, or until age 65.
ROTH VOLUNTARY RETIREMENT	Employee	All FT/PT Employees	Upon employment	Voluntary after-tax, payroll deduction, retirement benefits
RETIREMENT PLAN	Hospital contributes amount equal to 10% of employee's gross earnings.	FT employees—must work minimum of 1500 hours/year	After one year of FT employment. 100% vested after 5 years FT and working 1500 hours each calendar year.	Retirement income
EDUCATION REIMBURSEMENT	Hospital	New Full Time employees who have received license or certification within 12 months of employment OR employees who have been hired in job position for which they have obtained higher education. Must be full time.		Annual Reimbursement of out-of-pocket expenses for tuition and books each calendar year.

BENEFIT	WHO PAYS	WHO IS ELIGIBLE	WHEN ELIGIBLE	WHAT YOU RECEIVE
SHIFT DIFFERENTIAL	Hospital	All employees working evening and/or night shift.	Upon employment	Additional 6% of base wage for evening shift, 10% of base wage for night shift.
LONG TERM CARE INSURANCE	Employee	FT employees	Upon employment	Benefits for home care, assisted living, nursing home care. Voluntary
ON-CALL PREMIUM	Hospital	All employees on call	Upon employment	Paid minimum of 1 hour at rate of time and one-half.
PAID HOURS OFF	Hospital	FT and PT employees.	After completion of 90 days of employment	Paid time off from work. Max. accrual of 480 hours.
HOLIDAY PAY	Hospital	Employees scheduled to work designated holidays.	Upon employment	Pay at rate of time and one-half for working designated holidays.
FAMILY/MEDICAL LEAVE OF ABSENCE	Off work employee will use accrued Paid Hours Off, then without pay.	FT employees who have worked minimum of 1,250 hours during previous 12-month period.	After 12 months of employment.	Maximum 12 weeks off within "rolling 12-month period" method.
HEALTH SCREENINGS	Hospital	FT and PT employees.	After 90 days, then annual thereafter.	Optional EKG, chest x-ray, lab tests, PSA, and mammogram.
PRESCRIPTION DRUGS	Employee	FT and PT employees	After 90 days of employment.	Prescription filled through hospital pharmacy. Applies to deductible.
EMPLOYEE DISCOUNT	Hospital	FT and PT employees	After completing 90 days of employment	45% discount on hospital bill after all insurance has paid, if paid within 30 days of bill date OR 10% if payroll deduction
CREDIT UNION	Employee	FT and PT employees	Upon employment	Savings accounts, checking, Christmas Club, loans, through payroll deduction

BENEFIT	WHO PAYS	WHO IS ELIGIBLE	WHEN ELIGIBLE	WHAT YOU RECEIVE
EDUCATION LOAN PROGRAM	Hospital	FT employees	After two years FT employment. May apply subject to approval.	Tuition/Books/Living Expenses while furthering education to become R.N. or L.P.N.
DIRECT DEPOSIT	Hospital	All employees	Upon employment	Your bi-weekly paycheck can be deposited into the bank of your choice.
PAYROLL DEDUCTIONS	Employee	FT and PT employees	Upon employment	Employees may have funds deducted from their paycheck for BCMH auxiliary purchases, payment of hospital bills, prescriptions, etc.
VOLUNTARY PRE-TAX RETIREMENT	Employee	FT and PT employees	Upon employment	Voluntary pre-tax payroll deduction retirement benefits.
SOCIAL SECURITY	Hospital and employee	All employees	Upon employment	Hospital pays 50% Employee pays 50%
UNEMPLOYMENT COMPENSATION	Hospital	All employees	Based on State Law	Benefits if you become unemployed.
WORKER'S COMPENSATION	Hospital	All employees	Upon employment	Insurance to provide benefits for job related injuries.
BASIC LIFE SUPPORT	Hospital	All employees	Upon employment	Training in CPR at no cost to the employee.
BEREAVEMENT LEAVE	Hospital	FT and PT employees	After completion of 90 days of employment	FT-max 3 days for designated relationships. PT-1 day for funeral if scheduled to work
CAFETERIA MEALS	Employee	All employees	Upon employment	Reasonably-priced meals are provided in the cafeteria including continental breakfast, lunch, and dinner.