



Employee Health Benefits

HEALTH INSURANCE:

Group Hospitalization Insurance Plan: Group hospitalization insurance coverage is provided for full-time employees and their families after completion of the 90 day probationary period.

- ❖ Premium for the employee is paid IN FULL by the hospital
- ❖ Family coverage is optional and is paid for by the employee by payroll deduction

LIFE INSURANCE:

Life, Accidental Death, Dismemberment and Loss of Sight Insurance coverage is provided to regular, full-time employees as a part of the total insurance plan. The amount of life insurance is limited to the next even thousand dollars about the annual salary of the individual employee. The hospital pays the full cost of the premium for the employee. Additional coverage may be purchased at a nominal cost to the employee.

RETIREMENT PLAN:

Employees are eligible for a retirement plan with the *Texas County and District Retirement System*. This plan is similar to the *State Retirement Benefit Plan*. Upon employment, eligible employees automatically become a participant in the retirement system. It is mandatory that all employees participate in this retirement plan. Five percent (5%) of eligible employee's gross pay will be deducted each payday matched by Wilbarger General Hospital and deposited into the employee's retirement account. In the event of termination, if you are vested, you may retain your right to future retirement benefits. You may also choose to withdraw your money. If you wish to withdraw your savings, please talk to your investment counselor or our *Human Resource* representative to discuss your benefits.

PHARMACY PLAN:

Wilbarger General Hospital has a full time pharmacist that is able to fill your prescriptions here at the hospital.

We do not have a "pharmacy card", but you may get your prescriptive medications at the rate of cost plus 10%. This is equal to most pharmacy card plans and cost may be payroll deducted.

DENTAL INSURANCE:

Wilbarger General Hospital does not provide dental insurance, but does make this insurance available through payroll deduction. This program will be explained to you during orientation and is available to you and your family.

EMPLOYEE HEALTH PROGRAM:

Employee fitness for duty is performed in the *Physical Therapy Department* and is called WORK STEPS. This is a physical assessment of your physical ability to perform specific physical activities required by your job.

YOU MUST PASS THE WORK STEPS EXAM TO QUALIFY FOR EMPLOYMENT.

Drug screening and drug testing may be performed at the discretion of your employer and is requested on a "for cause" basis.