

Glacial Ridge Health System Employee Benefits

PENSION PLAN

GRHS contributes 4.5% of eligible employee gross wages with an employee 2.5% match. Eligibility for this benefit is: Must be 20 years of age, work one year and at least 24 hours a week. 100% vesting after 7 years.
25 excellent investment choices available from experienced money managers.
Pre-tax contributions to pension can be made in 1st year of employment.

HEALTH INSURANCE

Medical /Surgical Health Insurance with prescription drug benefit available to employees and their families who work at least 20 hours weekly.
Employee premiums are pre taxed, saving you tax dollars.
Example: Current FT time employee pays only \$54.95 per month for single coverage.

PAID LIFE INSURANCE

Group Term Life Insurance is a 100% employee benefit paid by GRHS.
Life insurance amount is equal to previous year gross salary. Eligible to those who have worked one year and minimum of 30 hours a week.

DENTAL INSURANCE

Optional dental plan available to eligible employees and their families on a pre tax payroll deduction. Employee pays 100% of cost of premium.
Example: Current employee pays \$27.04 per month for single coverage.

AFLAC INSURANCE

Optional supplemental insurance available to eligible employees. Accident, Disability, Cancer, Intensive Care, Vision, Long-Term Care, and other AFLAC insurances available through payroll deduction. Most AFLAC policy premiums can be pre-taxed.

PAID TIME OFF (PTO)

A flexible system of paid time off which combines vacation, sick and holiday time.

STDA

Short Term Disability Account provides paid time off for extended illnesses and injuries.

PAID BEREAVEMENT LEAVE

Up to three paid days per calendar year, as specified in GRHS personnel manual.

PRE-PAID LEGAL AND IDENTITY THEFT INSURANCE

Optional benefits provide access to top quality lawyers and monitoring of your credit to help prevent and restore identity if identity theft occurs.

SECTION 125 / CAFETERIA PLAN

Pre-tax up to \$3,000 annually for medical or \$5,000 for day care expenses.
Convenient bank direct deposit available for receiving reimbursable expenses.

DIRECT DEPOSIT

No cost electronic transfer to any combination of four employee bank(s) accounts.

FITNESS CENTER

\$10 maximum monthly cost for use of complete fitness center equipment, aerobic classes and activities. It is free if you use the Fitness Center ten or more times a month!