



# Rutland Regional Medical Center

*An Affiliate of Rutland Regional Health Services*

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## Leaders

# SUMMARY OF BENEFITS

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### Combined Time Off (CTO)

Includes vacation/sick time/holidays.

### Bereavement

Up to 3 days paid days off to arrange for and attend the funeral of an immediate family member (see policy for specifics).

### Health Insurance

Employee may choose from two health insurance plans – a PPO or a PPO. Under each selection you may cover yourself, yourself and one dependent, or yourself and two or more dependents.

**Waiting Period** – The first of the month following 30 days of active service

### Vision

Employee may choose to elect a vision benefit. You may cover yourself, yourself and one dependent, or yourself and two or more dependents.

**Waiting Period** – The first of the month following 30 days of active service

### Dental Insurance

Employee may choose from two dental plans, Preventative or Comprehensive. You may cover yourself, yourself and one dependent, or yourself and two or more dependents. See benefit summary and rate sheet attached.

**Waiting Period** – The first of the month following 30 days of active service

### Short-Term Disability

Employer paid benefit, providing income paid at 60% of the employee's base pay after 8 day wait period for illness and 1 day wait period for accident. Medical documentation must be provided to Liberty Mutual to support payment of this benefit.

### Long-Term Disability

Two Options:

- (1) Employer provides coverage after 180 days at 60% of pay (limited to \$3,500/month).
- (2) 70% of pay – employee pays difference in premium costs (limited to \$4,500/month).

#### **Earning \$80,000 or more per year:**

Employer paid benefit through Liberty Mutual after 180 days at 60% of basic monthly earnings not to exceed a Maximum Monthly Benefit of \$10,000. Will be offset by benefits from any other income – see explanation in Plan Summary.

Granting of time off for illness will fall under the Family and Medical Leave Act (FMLA) and Personal Leave of Absence guidelines.

### Differentials

2<sup>nd</sup> shift, 3<sup>rd</sup> shift, weekends and holidays

### Tax-Free Reimbursement Accounts

Employees may put up to \$2,500 in a Health Care Reimbursement Account, or up to \$5,000 in a Dependent Care Reimbursement Account. The monies are deducted from the employee's paycheck on a pre-tax basis.

## Life Insurance

Employer provides two times annual base salary to a maximum of \$500,000. Additional insurance is available (up to AD&D 6 times base salary) at cost to employee. Maximum coverage \$1,000,000.

Dependent Life is also available. Spouse benefit in increments of \$10,000 to a maximum of \$250,000 (not to exceed employee optional life amount). Child Life benefit of \$10,000 for children under the age of 26.

## 403(b) Retirement

Employees may participate in the 403(b) Retirement Savings Plan which offers a variety of investment options through Fidelity Investments. All new hire employees at least 21 years of age are automatically enrolled in RRMC's 403(b) Retirement Savings Plan at a pre-tax contribution rate of 3%. Contributions start 30 days after an employee's date of hire or after they turn 21 years of age, including an employer matching contribution of 25% on the first 2% of an employee's earnings contributed to the Plan. Employees may opt-out of the program or elect a higher contribution rate. Auto-enrolled participants will have their contribution rates increased by 1% annually (in January) for the first 2 years (up to a rate of 5%).

## Roth 403(b)

Employees may participate in the Roth 403(b) Tax-Free Retirement income option. Unlike a traditional, pretax 403(b), the Roth 403(b) allows you to contribute after-tax dollars and then withdraw tax-free dollars from your account when you retire.

## Retirement Plan

RRHS will contribute 4% of the employee's gross pay each pay period to a tax-sheltered annuity 403(b) plan for all employees having an assigned FTE. There is a one-year waiting period from date of hire. Contributions will begin on the first day of the pay period after the waiting period. Vesting is 100% from the time the contributions begin.

## 457(b) Plan

This plan is intended to constitute an unfunded, eligible deferred compensation plan as described in IRC section 457(b) which is maintained by a tax-exempt organization primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

## Continuing Education

Determined by Leader based on budget availability.

## Employee Assistance Plan (EAP)

EAP provides free, confidential assistance to employees and their immediate family members to help them resolve problems that affect their personal lives or job performance.

## Tuition Reimbursement

Full-time employees: \$3,600/year after 3 months of employment. Part-time employees: up to \$2,700/year (75% of the full-time benefit) after 3 months of employment. Tuition reimbursement covers only the cost of tuition, and does not include registration fees, lab fees, the cost of books or other charges associated with a class.

## 529 College Savings Plan

Scholars Choice of Vermont Higher Education Investment Plan.  
Vermont Higher Education Investment Plan.

## Long Term Care Insurance

New York Life Insurance Company