

2025 LCMH Benefit Summary

Compensation			
BENEFIT	DESCRIPTION	WHO RECEIVES	WHEN ELIGIBLE
Direct Deposit	Safe and convenient method of payroll	All employees	Upon Employment
Shift Differential	8% differential for authorized scheduled evenings and night shift work	Evening and night shift employees, excluding exempt positions	Upon Employment
Holiday Premium	Time plus ½ for scheduled hours worked on actual holiday	All employees, excluding exempt positions	Upon Employment
Cafeteria			
BENEFIT	DESCRIPTION	WHO RECEIVES	WHEN ELIGIBLE
Holiday Meals	Free meal on holidays	On duty employees	Upon Employment
Birthday Meal	Birthday month entitles employee to one free meal	All Employees	Upon Employment
Healthcare			
BENEFIT	DESCRIPTION	WHO RECEIVES	WHEN ELIGIBLE
Employee Health Service	Professional attention by Health Services/Emergency Department to your health needs while on duty	All Employees	Upon Employment
Annual Health Tests	Flu shot	All Employees	Upon Employment
Immunization Program	Hepatitis B Vaccine, Tetanus/Diphtheria, Flu, Mumps/Measles/Rubella	All Employees	Upon Employment
Prescription Drugs	Discount on cost plus base	All employees and their dependents	Upon Employment
Hospital Services	20% discount offered on inpatient and outpatient charges after third-party payments if paid within 30 days	All employees and their dependents	Upon Employment
Insurance			
BENEFIT	DESCRIPTION	WHO RECEIVES	WHEN ELIGIBLE
SIHO Medical Insurance	(2) Medical plans to choose from, PPO or HDHP with up to 95% of the premium paid by LCMH. Price based on coverage level.	Employees working 30 hours per week	First day of the month following employment
Delta Dental	Dental coverage available at a shared cost with LCMH. Price based on coverage level.	Employees working 30 hours per week	First day of the month following employment
EyeMed Vision	Low cost vision coverage available at a shared cost with LCMH. Price based on coverage level.	Employees working 30 hours per week	First day of the month following employment
Term Life Insurance - Mutual of Omaha	Hospital paid \$15,000 life and AD&D policy	All full time employees	First day of the month following employment
Voluntary Term Life – Mutual of Omaha	Employee paid decreasing term life insurance with additional coverage for accidental death and dismemberment and group term life insurance for your spouse and/or children	Full time and part time with benefits employees are eligible	First day of the month following employment
Short Term Disability - Mutual of Omaha	Employee paid short term disability coverage.	Full time and part time with benefits employees are eligible	First day of the month following employment

Long Term Disability - Mutual of Omaha	Hospital paid long term disability coverage	Full time and part time with benefits employees	First day of the month following employment
Voluntary Benefits - Mutual of Omaha	Employee paid critical illness and/or accidental insurance coverage	Full time and part time with benefits employees are eligible	Open enrollment in December of each year
Retirement Plan by Empower	401(k) retirement plan. Hospital matches .50 on the dollar up to 6%	All employees are eligible to contribute. Must be 21 to receive match of funds.	First day of the month following employment
Tuition Reimbursement Program	Courses taken towards a degree or certification benefiting the hospital \$1,600 per calendar year for full time employees and \$800 per calendar year for part-time employees	Available for full and part time employees earning a degree or certification that benefits the hospital. The amount reimbursed can vary based on the degree or certification pursued, GPA and employment requirements.	After one year of employment
Bereavement Leave	Employee will receive 3 shifts with pay to be used for immediate family members	All Employees	Upon Employment
Paid Time Off (PTO)	Time off work with pay for vacation, illness days, and 6 observed holidays per year	Full time and part time with benefits employees	Following 3 months of employment
Service Awards	Recognition of long term service to the hospital	All employees	Every 5 years of service

Employee Classifications	Full Time: 36-40 hours/week Part Time With Benefits: 20-35 hours/week Part Time No Benefits: 19 hours or less/week
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Paid Time Off (PTO): Full Time and Part-Time with Benefits Employees

PTO is earned on hours worked.			
Non-Exempt Accrual Rate (Hourly Positions)		Department Leaders (Exempt Positions)	
<u>Years of Service</u>	<u>Accrual Rate Non-Exempt</u>	<u>Years of Service</u>	<u>Department Leaders</u>
0 to 5	.085/hr worked 22 days (full time)	0-8	.104/hr worked 27 days
6 to 8	.0923/hr worked 24 days (full time)	9 or more years	.123/hr worked 32 days
9 to 11	.104/hr worked 27 days (full time)	Part-time No Benefits/PRN PTO	
12 or more	.123/hr worked 32 days (full time)	All Years of Service	.025/hour worked

This sheet contains a brief description of our benefits.
For more detailed information, please see the Personnel Policies or Human Resources department.

Revised 12.2024