

Employee Benefits

An (*) indicates all full-time employees are eligible to receive the benefit. To be considered full-time, you must be regularly scheduled for 60 hours per two-week pay period.

***Group Health Insurance** - TVHS offers three options through BlueCross and BlueShield of Nebraska. Coverage is available at the following levels – Single, Employee/Spouse, Employee/Child(ren), and Family.

- Copay plan with a single deductible of \$2,500 and Family deductible of \$5,000. Coinsurance: 70%/30%. Out-of-Pocket Maximum: \$5,500 Single/\$11,000 Family. Routine care (wellness visit, etc.) are paid at 100%. Primary Care Office Visit \$30 Copay; Urgent Care Office Visit \$75 Copay; Prescription Drug \$10/\$30/\$50/\$100 Copay.
- H.S.A. eligible HDHP with a single deductible of \$3,500 and Family deductible of \$7,000. Coinsurance: 80%/20%. Out-of-Pocket Maximum: \$5,500 Single/\$11,000 Family. Routine care (wellness visit, etc.) are paid at 100%. All other services (including pharmacy) will be paid at 100% once the deductible is met. TVHS provides an employer funded HSA of \$1,200.
- H.S.A. eligible HDHP with a single deductible of \$7,000 and Family deductible of \$14,000. Coinsurance: 0%. Out-of-Pocket Maximum: \$7,000 Single/\$14,000 Family. Routine care (wellness visit, etc.) are paid at 100%. All other services (including pharmacy) will be paid at 100% once the deductible is met.

***Group Dental Insurance** - Employees have the option to purchase dental coverage through Guardian. Coverage is available at the following levels - Single, Employee/Spouse, Employee/Child(ren), or Family.

***Vision Insurance** - Employees have the option to purchase vision through Guardian VSP. Coverage is available at the following levels - Single, Employee/Spouse, Employee/Child(ren), or Family.

***Life Insurance** – TVHS pays 100% of the premium for employee Life & AD&D coverage with a benefit of 1 times the annual salary. Pre-existing conditions apply. Employees also have the option to purchase additional supplemental life insurance coverage for themselves and dependents.

***Long-Term Disability Insurance** - TVHS pays 100% of the monthly premium for employees to receive long term disability insurance benefits. Pre-existing conditions are not covered. Employees have the option to “buy-up” to a higher level of coverage.

***Short-Term Disability Insurance** - Employees have the option to purchase “short term” income protection insurance for a disability resulting from a covered injury or illness.

***Flexible Spending Account (FSA)** – TVHS provides employees the opportunity to pay for out-of-pocket medical, dental, vision and dependent care expenses with pre-tax dollars through a Flexible Spending Account.

***Accident Insurance** – Employees have the option to purchase coverage for accidents, injuries, ambulance services, and accidental death. Coverage is available at a – “Tier 1” and “Tier 2” level for Single, Employee/Spouse, Employee/Child(ren), or Family.

***Critical Illness Insurance** – Employees have the option to purchase additional insurance to cover illnesses such as heart attack, stroke, cancer, bypass surgery, coma, etc. Coverage is available at a – “Tier 1” and “Tier 2” level for Single, Employee/Spouse, Employee/Child(ren), or Family.

Retirement Plan – We offer a Safe Harbor 403(b) plan. All employees are automatically enrolled into the plan upon date of hire at 5% and receive an employer match of 4%. There is no vesting period, so employer contributions are 100% vested at time of enrollment. You may waive enrollment or change the percentage of contribution (pretax basis and/or Roth) at any time.

Paid Time Off (PTO) - All employees (excluding PRN staff) earn PTO hours. Accrual begins the first day worked. First year employees working 40 hours per week earn up to 168 hours.

Extended Illness (EIB) – All employees (excluding PRN staff) accrue hours for each eligible paid work hour. Extended illness may be utilized for a personal extended illness, injury or disability that lasts beyond the first 24 hours of PTO.

Holiday Pay - Hourly employees who work the designated holiday hours on Christmas & Thanksgiving will receive double pay for hours worked. Employees who work on the remaining holidays will receive time-and-one-half for the hours worked on that holiday. Employees working New Year's Day, Memorial Day, Independence Day, and Labor Day holidays are paid at 1.5 times their regular rate.

Education Assistance – Employees that have completed one year of service may apply for education assistance for off-the-job education for on-the-job self-development. TVHS matches expenses up to \$500 per semester.

Continuing Education Loan – Education loans are available for current or future employees to apply for. The loan is intended for individuals interested in employment following graduation. Recipient receives credit toward the amount loaned for working at TVHS. Maximum of \$1,600 per year or \$4,800 total by TVHS.

Employee Assistant Program (EAP) - TVHS contracts services for EAP with Unified Therapy Clinic, Medicine Creek Counseling, and Ambience Counseling. Up to three confidential counseling sessions per family member per year are offered at no charge to all employees. Sessions can be combined for joint sessions.

Worker's Compensation - All TVHS employees are covered for job-related incidents.

Wellness Opportunities - Free annual blood draw and vaccinations.

Fitness Center – Employees are entitled to a discounted membership rates to our Tri Valley Wellness Center. Membership is available for Employee, Employee + 1, or Family.

Golf Discount – All employees are entitled to a discounted golf rate at Cross Creek Golf Links.

Verizon Wireless Discount – All TVHS employees utilizing Verizon Wireless services may be eligible for 18% Health Professionals Discount.

Viaero Wireless Discount – A 15% discount is offered to employees who are the owner or authorized agent of their account including the primary line on the contract.

Cornerstone Cafe Discount – All TVHS employees receive discounted food in our Cornerstone Café.

Tri Valley Treasures – All TVHS employees receive an employee discount at the hospital gift shop.

