Employee Benefit Summary Sheet

Benefit	Who's Eligible	Description
Discounts		
Athletic club	All	**Free** for employees $15/month for family
Cafeteria	All	**Discount** on meals **$2 FOR SALADS $4 HOTMEALS**
Health Care	Full time	Employee & immediate family (spouse, son, daughter), **20% discount on DMH services**
Dell Computers	All	Receive **discounts on Dell** computers DMH Member Code: HS19942168
AT&T	All	Receive **discounts on AT&T** cellular coverage FAN # 2435263
Education		
Continuing Education courses	All	Continuing education programs and credits
Educational in-services	All	No-cost for DMH sponsored programs
School education	Full time	Tuition assistance pkg $800 sem / $1600 yr
Yearly education	All	Attendance is required before yrly evaluation
Future Income		
Credit Union	All	Arkansas Superior or TELCO
Dependent care (tax deferred)	Full time	Deducted before taxes
Health care (tax deferred)	Full time	Deducted before taxes
457 retirement (tax deferred)	All	Self contributing, DMH matches 50% of what you contribute up to $2,500
Profit Sharing	All	DMH contirbutes a portion of profits if elected by board of directors.
Social Security	All	DMH matches your contribution
Worker's Compensation	All	Medical care and % of income for work-related injuries
Employee Health		
Flu vaccine	All	Offered at no cost
Hepatitis vaccine	All	Offered at no cost
Lab Tests	All	CBC, Glucose, Cholesterol, Hepatitis "B", HIV, PSA for employee/spouse
Mammography	All	"Screening" mammogram for employee/spouse
Pharmacy	All	OTC medications (tylenol, aspirin, rolaids, etc)
TB skin test	All	Required by ADH (annually)
Insurances		**Has been no increase in 4 years on any premiums, all premiums pre tax**
Health	Full time	$500 deductible, 80/20 in network, $30 PCP Copay $10/40/60 prescription plan
Dental	Full time	100% preventative, 80% minor restorative, 50% major restorative
Vision	Full time	12/12/12 policy
AD&D	Full time	Optional life insurance family coverage available
Short Term Disability	Full time	60% of basic monthly earning after 7days
Cancer	Full time	$2,500 first time benefit, $400 progressive benefit cover over 40 other dread diseases
Section 125 FSA	Full time	Allows for tax free medical or child care expenses, debit/swipe card
Term Life/AD&D	Full time	15,000 coverage for full time employees doubles if accidental death, **paid by DMH**
Long Term Disability	Full time	60% of basic monthly earning after 180-days , **paid by DMH**
Miscellaneous		
Employee Activities	All	Hospital week, picnics, Christmas party, potlucks
Employee Newsletter	All	Distributed weekly
Notary Public	All	Done in Administration no charge to employees
Service Awards	All	Recognition for each 5 year segment of employment
Employee Recognition	All	DMH Health Hero and Quality award, Christmas Gift w/board approval
Time Off		
Jury Duty	All	Compensate to normal salary
Leave of Absences	Full time	Family Medical Leave Act, Education, Military, and Personal time off
Meal Period	All	30 minute meal period
Paid Time Off	Full time	Time earned each pay period is used for holidays, bereavement, and vacation
Sick Leave Reserve	Full time	Time earned each pay period is used for time off during sickness
Salary Improvement		
Direct Deposit Payroll	All	Available for checking and savings accounts
Mileage	All	Milage will be reimbursed for approved company required travel.
Overtime	All	1 ½ times pay rate for hours over 40 worked during a work week
Performance Bonus	All	Board approved amount will be paid if DMH makes budget and quality performance goals
Competitive Wage Program	All	We meet or exceed area wages and salaries in most jobs.