

**GOOD SAMARITAN HOSPITAL ASSOCIATION**  
**HEART OF AMERICA MEDICAL CENTER, HAALAND ESTATES, JOHNSON CLINICS**  
 Rugby, ND 58368-2118

**BENEFIT SHEET**

**Status clarification:**

**Full time (FT) = Normal working schedule from 72 up to and including 80 hours ppp (per pay period) (deemed regular status)**

**Part time(PT) = Normal working schedule from 48 up to 71 hours ppp (deemed regular status)**

**PRN = scheduled as needed up to 47 hours ppp**

<b><u>Benefit</u></b>	<b><u>Who Pays</u></b>	<b><u>Who Receives</u></b>	<b><u>Eligibility</u></b>	<b><u>What you Receive</u></b>
<b><u>Health Insurance</u></b>				
The 1 <sup>st</sup> of the month following completion of introductory 60 days of employment. Your employment status determines benefit eligibility. See Human Resources for specific details.				
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<b><u>Classic</u></b>	GSHA and YOU	Regular status employees		Blue Cross Blue Shield
<b><u>Flexible Spending Account (FSA)</u></b>	YOU	Regular status employees	1 <sup>st</sup> of the month following 60 days of employment.	Health Care (including vision, dental, prescription) reimbursement with max pre-tax payroll deduction of \$2550 with up to a \$500 rollover from previous year
<b><u>Dependent Care Account</u></b>	YOU	Regular status employees	1 <sup>st</sup> of the month following 60 days of employment.	Dependent Care reimbursement with pre-tax payroll deduction.
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<b><u>High-deductible</u></b>	GSHA and YOU	Regular status employees		Blue Cross Blue Shield
<b><u>Healthcare Savings Account (HSA)</u></b>	GSHA and YOU	Regular status employees	1 <sup>st</sup> of the month following 60 days of employment.	Health Care reimbursement with pre-tax payroll deduction.
<b><u>Dependent Care Account</u></b>	YOU	Regular status employees	1 <sup>st</sup> of the month following 60 days of employment.	Dependent Care reimbursement with pre-tax payroll deduction.
<b><u>Limited Flex</u></b>	YOU	Regular status employees	1 <sup>st</sup> of the month following 60 days of employment.	Dental and Vision reimbursement with max pre-tax payroll deduction of \$2550 with up to a \$500 rollover from previous year
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<b><u>WILOB(Wages in Lieu of Benefits)</u></b>				
No Health Insurance	GSHA	Regular status employees	1 <sup>st</sup> of the month following 60 days of employment	FT \$152 ppp    PT \$56 ppp
No Paid Time Off	GSHA	Non-exempt regular status employees.	Immediately	FT and PT \$0.75/hr x status hours FT80 \$60      FT72 \$54 PT64 \$48      PT48 \$36

\*\*MUST meet your status hours or WILOB is forfeited that pay period\*\*

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<b><u>Various Types Insurance</u></b>	YOU	Regular status employees	1 <sup>st</sup> of the month following 60 days of employment	Various types of insurance at employee's expense—available as pre or post-tax payroll deduction. This includes Dental, Vision, Short Term Disability, Term Life, Critical Illness/Cancer, Accident
<b><u>Life/AD&amp;D (Accidental Death And Dismemberment)</u></b>	GSHA	Regular status employees	1 <sup>st</sup> of the month following 60 days of employment	Term life insurance equal to 85% of gross annual base income raised to the next thousand dollars.
<b><u>Long Term Disability Insurance</u></b>	GSHA	Regular status employees	1 <sup>st</sup> of the month following 60 days of employment	Pays 60% of gross monthly base income paid on the 91 <sup>st</sup> day of disability. The amount payable through the plan will be reduced by Social Security and Workforce Safety benefits.
<b><u>PTO (Paid Time Off)</u></b>	GSHA	Regular status Employees	Immediately upon employment	Starting PTO benefits include 6 holidays, 4 sick leave days and 2 weeks vacation accruing at .0769 hours per hour worked up to 80 hours. Additional week of vacation occurs after 5 & then 10 years of service in equivalent worked hours. Further details are available in PTO policy.
<b><u>Pharmacy Discount</u></b>	GSHA And YOU	All employees per policy	Upon employment	Prescription drugs filled for cost plus a dispensing fee.
<b><u>Differential Program</u></b>	GSHA	Department specific	Upon employment	Additional pay for: Evening @ \$1.00/hour Night @ \$1.75/ hour Weekend @ \$1.50/hour Additional shift @ \$3.00/hour Work short @ \$3.00/hour
<b><u>Retirement</u></b>	GSHA And YOU	All employees	Upon completion of 3 months of employment and reaching 21 years of age.	Income paid to a 401K account-- GSHA contributes up to 2.5% dependent on Employee contribution amount. See Accounting for details.
<b><u>Sports Acceleration Program Discount</u></b>	GSHA and YOU	Regular status employees, employees spouse and children	Upon employment	\$50.00 discount off total cost of program per child up to 4 or \$25 off per child if 5 or more.
<b><u>Employee (EAP) Assistance Program</u></b>	GSHA	All employees	Upon employment	The first 3 sessions with the EAP counselors are FREE.

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<b><u>Daycare Benefit</u></b>	GSHA	Regular status employees	Upon employment	Employees are given a formulated stipend for outside licensed Daycare. On site daycare may also be available at a reduced rate for ALL employees. See Daycare Benefit policy for further details.
<b><u>Bereavement Leave</u></b>	GSHA	Regular status employees	Must have finished orientation period determined by department	Paid leave from 1 to 3 days for employee in the event of death per policy.
<b><u>Jury Duty</u></b>	GSHA	All employees	Upon employment	Additional pay to allow for difference between jury pay and regular pay.
<b><u>Cafeteria</u></b>	GSHA	All employees	Upon employment	Reduced rates on meals (20%) if you sign up for payroll deduction
<b><u>Awards Program</u></b>	GSHA	All employees	After completion of 5 years of service in equivalent hours	Service awards and ceremonies for employees reaching 5, 10, 15, etc. years of service based on actual hours worked.
<b><u>Cell Phone Discount</u></b>	GSHA	All employees	Upon Employment	Must have an account with <u>AT&amp;T</u> or <u>Verizon</u> with employee name on billing—see HR for details
<b><u>Wellness Center Discount</u></b>	GSHA	All employees	Upon Employment	The Wellness Center is available with 24/7 access. Employee membership has a discount of \$20/month while a Family membership has a discount of \$35/month.
<b><u>Student Loan &amp; Tuition Reimbursement</u></b>	GSHA	Department specific	Upon employment	Please refer to Student Loan & Tuition Reimbursement policies.