

## *2024 Employee Benefits Summary*

---

Madison Valley Medical Center (MVMC) provides health & welfare benefits package designed to complement and enhance compensation. Employees may enroll in the following benefits during the New Employee Orientation, change in family status and/or during the Open Enrollment Period each year.

**Employee Health Insurance Benefits**—Employees are eligible for health insurance benefits the 1<sup>st</sup> day of the following month from their hire date (example: hired November 20<sup>th</sup>, insurance would be effective December 1<sup>st</sup>). MVMC contributes \$525, per month, for full-time employees and \$262, per month, for part-time employees, along with a contribution towards dependent premiums.

A monthly HSA contribution will also be made based on the difference between the cost of the elected plan and the contribution. Employees may enroll dependents at their own expense.

The following benefits are available to eligible employees and may be pro-rated based on employee's employment status and hours worked:

- **Health Insurance**—3 plans available + dependent optional coverage.
- **Dental and Vision Insurance**—may purchase optional coverage.
- **Employee Assistance Program**—free One-On-One professional coaching program.
- **Employee Discount**—20% discount on total medical bill(s) incurred at MVMC for employees and their dependents but not to exceed the amount owed after insurance has paid.
- **Flexible Spending Account**—employees may participate in pre-tax out-of-pocket medical expenses and day care expenses.
- **Health Savings Account**—employees may participate in a pre-tax out-of-pocket medical expenses savings account.
- **Life Insurance**—employer pays the premium for a \$20,000 term life insurance policy for all eligible employees.
- **Life Insurance**—employees may purchase optional life insurance coverage.
- **Long-Term Disability Coverage**—employer/employee shared premium.
- **Supplemental Medical Coverage and Cafeteria 125 Plans**—employees may purchase optional coverage.
- **401k Employee Saving Plan**—eligible after 90 days of employment—employer match.

### **Employee Paid Time off Benefits:**

1. Paid time off.
2. Extended illness.
3. Bereavement leave.
4. Paid Holidays