

**ROLLING PLAINS MEMORIAL HOSPITAL  
SWEETWATER, TEXAS**

The following summary of benefits is to be used as a brief guideline.  
Answers to questions and further assistance are available from Human Resources.

**SUMMARY OF BENEFITS FOR FULL-TIME EMPLOYEES**

<b><u>BENEFIT</u></b>	<b><u>PAID BY</u></b>	<b><u>ELIGIBILITY</u></b>	<b><u>BENEFIT RECEIVED</u></b>
Health Insurance for Employee	RPMH (100%)	After 90 Days	Comprehensive Group Medical Benefits & Rx Drug Card.
Health Insurance for Dependents	Employee	After 90 Days	Same comprehensive Group Medical Benefits as employee.
Life Insurance	RPMH (100%)	After 90 Days	\$10,000.00 Policy.
Supplemental Insurance	Employee	After 90 Days	Affordable dental, cancer & heart insurance with premiums taken by payroll deduction with pre-tax savings. Life & short term disability policies available.
Retirement Plan	RPMH	After 90 Days	RPMH will match employee's deposit of 4% of annual base salary. Deposits earn interest & are tax-free until withdrawal.
Paid Time Off	RPMH (100%)	After 90 Days	PTO hours are earned each pay period at a rate determined by length of service. Employees may use accrued PTO for any type approved Paid Time Off.
Extended Illness Bank	RPMH (100%)	After 90 Days	EIB hours are earned each pay period at a rate determined by length of service. EIB is a reserve account, used during extended periods of absence due to personal illness/injury.
Flexible Compensation Plan	Employee	After 90 Days	Allows tax savings on monies set aside for out-of-pocket medical & child care expenses & insurance premiums.
Leave of Absence	RPMH	After 6 Months	Maintain seniority & benefit status while on LOA.
Bereavement Leave	RPMH	Immediately	Up to 2 (two) fully paid workdays.

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Jury Duty	RPMH	Immediately	Regular base salary less pay as a juror, if selected.
Credit Union	Employee	Immediately	Savings through payroll deductions & low interest loans.
Continuing Education	RPMH (100%)	Immediately	Texas Tech University Health Science Center Health Net.
Educational Assistance	RPMH (2/3)	After 90 Days	For approved courses, RPMH will reimburse 2/3 cost.
Salary Increases	RPMH (100%)	After One Year	Annual evaluations are basis for salary increases.
Shift Differential	RPMH (100%)	Immediately	Differentials paid for evening and night shifts.
Specialty Care Differential	RPMH (100%)	Immediately	Licensed & registered employees working in ER, ICU, OB, OR, & Cardiac Rehab receive specialty differential.
Social Security	RPMH (100%)	Immediately	
Unemployment Insurance	RPMH (100%)	Immediately	
Worker's Compensation	RPMH (100%)	Immediately	Coverage for loss of earnings or expenses incurred due to an on the job injury.
Fitness Club for Employee	RPMH (100%)	Immediately	Employee has access to PT & Cardiac Rehab Facilities.
Fitness Club for Dependent	Employee	Immediately	Same access as employee, for a small monthly fee.
Hospital Services	RPMH (100%)	After 90 Days	100% discount on RPMH inpatient & outpatient services.
Service Awards	RPMH (100%)	After 5 Years	Awards for 5, 10, 15, 20, 25, 30 or more years of continuous service.

**ADDITIONAL BENEFITS:**

Direct Deposit for Payroll Checks  
Discounted Meals in Cafeteria  
Birthday Coupon for free Cafeteria meal  
Discount coupons to Six Flags & Sea World Theme Parks