

**Riverside Medical Center  
1900 So Main St.  
Franklinton, LA 70438**

**BENEFITS**

Benefits	Who is Eligible	When Eligible	Cost per month
<b>Health Insurance Option A</b>			
<p><b>(Gilsbar: Health, dental and prescription)</b>            \$500.00 deductible a person,            \$1500.00 family maximum            Pays at 90% RMC (with no deductible)**,            80% PPO with Gilsbar 360 providers,            50% Non PPO.</p> <p><b>Out of pocket maximum for year:</b>            In network per person: \$2,000.00            In network per family: \$6,000.00            Out of network per person: \$3,000.00            Out of network per family: \$9,000.00            Formularies: \$30.00,            Non Form. \$40.00,            Generics \$10.00, w/\$200.00 individual            &amp; \$400.00 family deductibles            Preventive Care 100%</p>	<p>Full Time Team Members</p>	<p>First day of the month following successful completion of 60 day probationary period.</p>	<p>Employee-\$95.00 Plus child-\$285.00 Plus Spouse-\$335.00 Plus family-\$385.00</p>
<b>Health Insurance Option B</b>			
<p><b>(Gilsbar: Health, dental and prescription)</b>            \$1,500.00 deductible a person,            \$3,000.00 family maximum            Pays at 90% RMC (with no deductible)**,            80% PPO with Gilsbar 360 providers,            50% Non PPO.</p> <p><b>Out of pocket maximum for year:</b>            In network per person: \$3,000.00            In network per family: \$7,500.00            Out of network per person: \$7,000.00            Out of network per family: \$16,500.00            Formularies: \$30.00,            Non Form. \$40.00,            Generics \$10.00, w/\$200.00 individual            &amp; \$400.00 family deductibles            Preventive Care 100%</p>	<p>Full Time Team Members</p>	<p>First day of the month following successful completion of 60 day probationary period.</p>	<p>Employee-\$20.00 Plus child-\$210.00 Plus Spouse-\$265.00 Plus family-\$290.00</p>
<b>Dental Insurance</b>			
<p>On the <b>Gilsbar</b> Card any dentist</p>	<p>Full Time Team Members</p>	<p>First day of the month following successful completion of 60 day probationary period.</p>	<p>Employee-0 Plus one-\$21.02 Family-\$47.70</p>

**Vision Insurance****EyeMed**

\$10.00 copay for visit (12 mo)  
 \$25.00 Lenses (12 mo)  
 Frames (24 mo)  
 15% laser correction

Full Time Team  
 Members

First day of the month  
 following successful  
 completion of 60 day  
 probationary period.

Employee-0  
 Plus one-\$4.10  
 Family-\$11.70

**Life Insurance****(Assurant)**

Life insurance in the amount of 1 year annual  
 salary up to \$50,000 for Team Member.  
 Spouse & Children: \$2,000.00 coverage

Full Time Team  
 Members.

First day of the month  
 following successful  
 completion of 60 day  
 probationary period.

For Team Member:  
 No cost.

**Long Term Disability****(Assurant)**

Continuation of 60% of your base salary after  
 a 6 month waiting period

Full Time Team  
 Members

First day of the month  
 following successful  
 completion of 60 day  
 probationary period.

None  
 Paid for by Riverside

**Voluntary Life Insurance and Short Term Disability****(Assurant)**

Voluntary life insurance policies and short term  
 disability. These policies are handled through  
 Assurant.

Full Time Team  
 Members

First day of the month  
 following successful  
 completion of 60 day  
 probationary period.

This is voluntary, so  
 cost will vary. Paid by  
 Team Member

**Cafeteria Plan****(Federal & State)**

Health, Dental and Vision insurance premiums  
 will be taken out before taxes, so employee  
 never pays taxes on that amount

Full Time Team  
 Members

No cost

**Hospital Discount**

**Up to 25% discount on allowable inpatient  
 and outpatient charges.**

Full Time  
 Team Members  
 and their  
 dependants

First day of the month  
 following successful  
 completion of 60 day  
 probationary period.

N/A

**Up to 20% discount on allowable inpatient  
 and outpatient charges.**

Flex  
 Team Members

<b>PTO accrued based on hours worked</b>			
0-4 years--- .06932 per hour worked 5-9 years--- .08857 per hour worked 10-14 years--- .09632 per hour worked 15+ years--- .10782 per hour worked	Full time and Part time Team Members	Accrue for the first 60 days. Access after completion of 60 day period.	N/A
<b>EIT (sick time) accrued based on hours worked</b>			
Accrue at .02313 per hour worked	Full time and Part time Team Members	Accrue for the first 60 days. Access after completion of 60 day period.	N/A
<b>Holidays</b>			
Six per year: New Year's Day, Easter Day, July 4th, Labor Day, Thanksgiving, Christmas	Full time Team Members	Upon Hire	N/A
<b>Retirement</b>			
<b>VALIC</b> Tax deferred variable annuity. Team member becomes fully vested after 5 years of service. Riverside will match up to 3% of Team Member's salary after 1 year of service. The 403b and 457b plans are available through AIG VALIC.	Full time Team Members	First day of the month following successful completion of 60 day probationary period. Must be 21 years of age.	N/A
<b>Supplemental Coverage</b>			
<b>AFLAC</b> Voluntary Cancer & supplemental insurance policies available.	Full time Team Members	First day of the month following successful completion of 60 day probationary period.	Varies
<b>Direct Deposit</b>			
Payroll checks are electronically deposited directly to any financial institute, checking and/or saving accounts.	Full time, Part time and Flex Team Members	Upon hire	N/A
<b>Bereavement Pay</b>			
Up to 3 days off with pay for the death of a family member. (See HR policy B-1 for listing)	Full time Team Members	Upon hire	N/A
<b>Jury Duty</b>			
8 hours of pay per day for Jury Duty with a maximum of 40 hours per year.	Full time & Part time Team Members	Upon hire. A submission of Jury summons to Department Director	N/A
<b>Court Appearances/Depositions (for the Hospital)</b>			
Will be compensated the number of hours required to appear	Full time, Part time and Flex Team Members	Upon hire	N/A

<b>Service Awards</b>			
Special recognition for years of service in 5 year increments	Full time, Part time and Flex Team Members	After 5 years of service	N/A
<b>340B Pharmacy Program</b>			
Prescriptions written by RMC providers are received free or at discounted price	All Team Members and their eligible dependants	First day of the month following successful completion of 60 day probationary period.	N/A
<b>Riverside Medical Center Foundation</b>			
Voluntary donation made by the Team Member to the RMC Foundation, a 501(c)(3) organization.	Full Time and Part Time Team Members	Upon hire.	Varies
<b>Help Center of Churches</b>			
Voluntary donation made by the Team Member to the Help Center of Churches, a 501(c)(3) organization.	Full Time and Part Time Team Members	Upon hire.	Varies

Full time = Works a minimum of 30 hours per week

Part Time = Works a minimum of 16 hours per week.

Flex time = Works as needed (PRN)

NOTE: This summary is designed and intended for the purpose of presenting general information only. The contents of this summary are not to be accepted or construed as a substitute for the provisions of the Human Resource Policy and Procedures, or written contracts providing such benefits.

**\*\*Family Practice, Internal Medicine, Pediatrician, Surgery, and Cardiology covered services that can be performed at Riverside will be subject to no deductible and a 90% benefit payment. If these services are provided by a PPO provider outside of Riverside Medical physicians group, deductible will apply and medical benefits will be paid at 60%. Deductible will apply to Non-PPO provided services and medical benefits will be paid at 50%. Services that cannot be performed at Riverside will be subject to normal PPO network requirements.**