

Lincoln Surgical Hospital Employee Benefits

Employee Benefit	Who Pays	When Eligible	Benefit Received
Group Health Insurance	LSH/Staff	The first of the month following 30 days of employment (must be hired to work 50+ hrs per pay period)	After deductible, plan pays 80% in network. Office visits and drug copays available.
Group Life Insurance Dependent Term Life Insurance	LSH	The first of the month following 30 days of employment.(must be hired to work 50+ hours per pay period)	\$25,000-employee \$10,000-spouse \$5,000/child
Short-Term Disability	LSH	After completing 480 hours of employment.(must be hired to work 50+ hours per pay period)	First 24 hours off work must be taken as PTO. LSH pays 65% of base salary up to 90 days.
Group Long-Term Disability Insurance	Staff	The first of the month following 30 days of employment.(must be hired to work 50+ hours per pay period)	Depending on employee elections to their individual policy.
Paid Time Off (PTO)	LSH	Accrual starts first day of employment.	Available to use vacation pay 90 days after DOH and holiday pay 30 days after DOH.
Bereavement Leave	LSH	After completing 480 hours of employment.(not eligible to PRN staff)	Up to 3 work days, with pay, may be granted for bereavement. One day for part-time staff.
Tuition Assistance	LSH/Staff	After 6 months of employment.(must be hired to work 50+ hours per pay period)	Per situation, LSH annually pays 75% up to \$750 for non-required education programs.
401k Plan	LSH/Staff	After 6 months of employment.	Eligible to receive matching contributions after one year of service. LSH will contribute \$1 for each \$1 contributed by the participant on the first 3% of compensation and \$.50 for every \$1 contributed on the next 3% of compensation.
Employee Assistance Program The Insight Program	LSH	Upon employment	"EAP" is a short-term counseling service to help you and your family work through problems/conflicts.
Direct Deposit	Staff	Upon Employment	Pay checks go directly to your bank account on pay day. 26 pay periods per year; every other Friday.
Flexible Spending Accounts "Beneflex"	Staff	The first of the month following 30 days of employment (not eligible to PRN staff)	Staff elects monies to be deducted, tax free, for payment of dependent care or unreimbursed medical expenses.
Employee Health Services	LSH	Upon employment	Provides for initial and continuing tests and vaccinations.
Continuing Education/In Service Program	LSH/Staff	Upon employment	Upon approval, FT employees may receive up to 2 paid education days per year; one day for regular part-time employees
Jury Duty	LSH	Upon employment	LSH will pay the difference between jury pay and your regular pay for scheduled days missed.
Worker's Compensation	LSH	Upon employment	Medical and income benefit for staff who suffers a job related injury or illness.
Professional Liability Insurance	LSH	Upon employment	This coverage protects you in the performance of your job duties while working for the hospital.
Leave of Absence W/O Pay	Staff	After 6 mos of employment	A formal way to request time away from work.
Free Parking	LSH	Upon employment	No fee to park in designated employee parking areas.
Lasik Surgery Discount	Staff	After 6 mos of employment	Discounted charge for employee and immediate family members.
Shift Differential	LSH	Upon employment	Incentive for working certain shifts and holidays.