

Northern Montana Health Care Employee Benefits at a Glance

Employee Benefits

Available to employees classified as Regular Full-Time and Part-Time working 30 hours per week.

Group Life AD&D and Long-Term Disability Insurance sponsored by Northern Montana Health Care

Life insurance – Employees are covered with 1 1/2 times their annual salary, up to a maximum of \$200,000; at no cost to the employee.

Long-term disability – employees are eligible to receive 60% of their monthly salary after 90 days of being away from work for an illness; at no cost to the employee.

Optional Life and AD&D Insurance

Employee purchased life insurance:
Up to \$140,000 for employee
\$25,000 for spouse
\$10,000 for children

Health Insurance –Employee Premium Shared

Blue Cross & Blue Shield--Blue Edge Plus Plan - \$3,500 deductible-; HSA & FLEX qualified.

Health Savings & FLEX Accounts

Employees may opt to participate in a Health Savings Account or a FLEX account. FLEX may be used for medical or dependent care deductions.

Dental Insurance-Employee Premium Shared

The core dental plan is provided at no cost, as a part of the medical insurance coverage. This core plan provides up to \$300 per insured, for preventative and diagnostic procedures. Employee has the option to buy additional coverage through payroll deduction. Additional coverage is for oral surgery, restorative care, endodontic and prosthodontic services.

Vision Benefit

At NMHC's vision center, employees may obtain one eye exam (per calendar year) for \$10 co-pay, provided the employee is enrolled in NMHC's medical insurance. A 25% discount for eye exams and optical wear is available, to all employees and immediate family members. Employee must participate in optional health insurance benefits.

Employee Retirement Benefit

Cash Benefit Plan – paid by Northern Montana Health Care. 100% vested after three (3) years of service, qualified after 1,000 hours and 21 years of age.

403-B Investment Plan

Optional Employee Plan – tax deferred savings account administered by Wells Fargo, in accordance with IRS guidelines. Contributions made through payroll deduction.

Employee Paid Benefit Time – Vacation & Sick Time

Available to regular full-time & regular part-time employees upon completion of probationary period. Vacation accrual rate increases with longevity.

Paid Holidays

Six (6) paid holidays per calendar year for employees classified as Full-Time. If employee works a holiday, they are compensated at a rate of one and one-half times their hourly wage.

HealthSense Fitness Center

Located on the Hospital's 1st Floor, the fitness center is available 24/7 to employees. Membership fee is \$5.00 per month, through payroll deduction, with one additional guest membership available through the Employee Services Department.
