



MATAGORDA REGIONAL M E D I C A L C E N T E R

Summary of Benefits

Benefits	FT	PT Eligible	PT PR	Description	Eligibility
Group Health/Dental and Prescription Coverage Self-insured Plan SETH/HealthSmart Network	❖			MCHD pays majority of coverage for the employee. Dependent coverage percentage paid by MCHD, with the remainder taken by payroll deduction. \$25 office co-pay for MCHD active medical staff; \$250 deductible for services provided by MCHD active medical staff and Matagorda County Hospital District.	First day of the month following start date
Employee Assistance Program thru Alliance Work Partners	❖			Confidential assistance with a wide range of issues, such as coping with unexpected life changes; grief or bereavement; marital or relationship problems; anger management; alcohol or drug dependencies; and anxiety and depression.	First day of the month following start date
Group Life Insurance and Accidental Death & Dismemberment (AD&D) thru Guardian Life	❖			This insurance is paid in full by MCHD. The amount is one times the annual salary not to exceed \$50,000.00. Through the AD&D portion, the employee qualifies for double indemnity in the event of accidental death.	First day of the month following start date
Long Term Disability Insurance thru Humana	❖			This insurance is paid in full by MCHD. 60% monthly benefit based on monthly salary;	First day of the month following 90 days of employment
Retirement Plan Thru Texas County & District Retirement System (TCDRS)	❖	❖		A 6% tax deferred contribution is required of the employee, and MCHD matches the employee contribution at 6%. Vested at 5 years of credited service; earns 7% interest.	Date of hire
Employee Meals	❖	❖	❖	20% off Cafeteria Meals.	Date of hire
Vacation	❖	❖		Vacation time is earned based on length of employment and status. Regular full time employees accrue vacation at a rate of 3.08 hours per pay period. 0-5 years of service = 10 days per year 6 years of service = 11 days per year 7 years of service = 12 days per year 8 years of service = 13 days per year 9 years of service = 14 days per year 10 years of service = 15 days per year 11 years of service = 16 days per year 12 years of service = 17 days per year 13 years of service = 18 days of service 14 years of service = 19 days of service 15 years of service = 20 days of service 20 years of service = 23 days of service Part-time eligible employees accrue vacation at an accrual of 1.54 hours per pay period which is equivalent to 40 hours per year.	After 6 months of employment

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Sick Leave	❖	❖		Based on length of service and employment status. FT employees accrue 12 sick days per year. Sick leave may be accrued up to a total of 720 hours. Refer to Administrative Policy 4.23 – Sick Leave for more detailed information.	After 96 hours accumulated
Holidays	❖			New Years, Good Friday, Memorial Day, July 4 th , Labor Day, Thanksgiving, Friday after Thanksgiving, Christmas, and one Personal Day.	Date of hire
Leave of Absence (LOA)	❖			Request for LOA will be considered by the Department Managers for the following reasons: Education, Military, FMLA, and personal matters.	Date of hire
Bereavement	❖			MCHD pays up to three calendar days during the bereavement period accompanying the loss of an immediate family member.	Date of hire
Credit Union	❖	❖	❖	MCHD employees may participate in the Matagorda County Teacher's Credit Union. MCHD provides payroll deduction. There is a \$1.00 membership fee with a \$25.00 minimum balance to maintain an account.	Date of hire
Employee Health and Immunizations	❖	❖	❖	MCHD maintains a comprehensive health program for the benefit of all employees. PPD on date of hire with annual questionnaire thereafter. Flu vaccine and Hepatitis B vaccine at no charge.	Date of hire
Recognition & Reward Program	❖	❖	❖	Program designed to increase the level of job satisfaction, employee retention, encourage teamwork and performance improvement throughout the District. (see attached flyer)	Date of hire
Company Store (located in the Gift Shop)	❖	❖	❖	Various Matagorda County Hospital District items available for purchase thru payroll deduction as well as other gift shop items	Date of hire
Tuition Assistance	❖			Tuition reimbursement for those employees seeking higher education.	After twelve (12) months full time employment
Direct Deposit	❖	❖	❖	See Human Resources for details.	Date of hire
Supplemental Insurance Policies (Short Term Disability; Critical Illness; Group Term Life Insurance, 403B, Flexible Spending Account, & ROTH IRA)	❖			Voluntary benefits available at minimal cost to employees.	Open enrollment time frame following hire date
Wellness Program	❖	❖	❖	Program to address the mental aspect of wellness by providing training and education on several topics with focus on health, fitness, and nutrition. Examples of topics include, but not limited to: Smoking cessation classes Weight control classes/groups Nutrition planning & development Stress reduction classes Brown bag wellness luncheons Wellness information brochures Wellness topics in newsletter Wellness events such as Women's Day of Health, Prostate Screenings and Mammograms.	Date of hire