

# Benefits of Working at York Hospital

York Hospital staff members, their dependents and domestic partners\* enjoy a full compliment of benefits, most are available at a minimum of 20 regularly scheduled hours per week and a 30 day waiting period before eligibility begins.

## Health Insurance

*(eligibility begins at 20 hours per week)*

- Our two Plans; Two PPOs Plans, include vision and prescription drug coverage and are designed to minimize your out-of pocket expenses as well as providing you the freedom of choice. Both Plans offer four-tiers of coverage and are self funded and administered by Health Plans, Inc.
- Healthy Lifestyle benefit program, to include Health Coaching through The Living Well Center at York Hospital. Staff members on the YH Health Plan can also enjoy two complimentary services per year with Wellness Center.

## Dental Insurance

*(eligibility begins at 20 hours per week)*

- One Plan available, self funded through York Hospital and administered by Northeast Delta Dental.
- Orthodontic coverage included in Dental Plan coverage (lifetime maximum applies)

## Reimbursement Accounts

*(eligibility begins at 20 hours per week)*

- Health Care Reimbursement Account-annual contribution maximum of \$2,650
- Dependent Care Reimbursement Account-annual contribution maximum of \$5,000
- Optional convenience of electing the GDI Debit Card for your Health Care eligible expenses.

## Life Insurance *(eligibility begins at 20 hours per week)*

- Group term life coverage for all YH staff members. Guaranteed issue upon hire in an eligible status.
- Supplemental life coverage available for eligible employees, dependents and spouse.

*\*Domestic Partner's coverage includes health and/or dental insurance and is subject to eligibility.*

## Disability Insurance

- Short Term Disability employee-paid coverage for YH staff members *(eligibility begins at 20 hours per week and a one year waiting period)*.
- Long Term Disability employer paid coverage provided to YH staff members *(eligibility begins at 24 hours per week)*.

## Earned Time *(eligibility begins at 20 hours per week)*

- Flexibility to manage holidays, sick and vacation time from a single bank of accrued earned time. Unused time can carry over from year to year and opportunities to cash out hours available two set times per year (Carry over and cash out amounts subject to maximums).

## 401(k) Retirement Plan

*(eligibility begins at 20 hours per week)*

- Eligibility for participation available from the first of the month after date of hire
- Employer Match available after a minimum of two years of service.
- Immediate vesting
- Pre-tax and Roth contribution options available

York Hospital's Staff Benefits Program offers additional, valuable benefits to include Tuition Reimbursement, an Employee Assistance Program, and discounts with York Hospital services and local merchants.

For questions on York Hospital's staffing experiences, please contact us via email at [staff@yorkhospital.com](mailto:staff@yorkhospital.com) or call the Staff Experiences office at (207) 351-2228.

