



EMPLOYEE BENEFITS SUMMARY

GCH offers a competitive benefit package to employees who work 30 or more hours per week.* Additional specifications are outlined in the Employee Benefits Guide or personnel policies available in Human Resources. When enrolled, benefits begin the 1st day of the month following 60 days of service.*

Health Insurance

GCH offers 4 different health plan options, including a high deductible health plan. Each plan includes medical, dental, prescription and vision coverage.

Health Savings Account (HSA)

Employees are offered a health savings account when enrolling in a high deductible health plan. The HSA is funded with pre-tax dollars for use to pay for eligible medical expenses.

Flexible Spending Accounts (FSA)

Medical FSA – Participants can set aside a portion of their salary on a pre-tax basis to pay for eligible healthcare expenses not covered by insurance. Enrollment in GCH health insurance is not required.
Dependent Care FSA – Participants can set aside a portion of their salary on a pre-tax basis to pay for eligible dependent care expenses. Enrollment in GCH health insurance is not required.

Paid Leave

Vacation ... Full and part-time personnel are eligible. Accrual begins upon employment and is prorated based on hours worked. Benefits may be used after 6 months of service.
Sick Full-time personnel are eligible. Accrual begins upon employment and may be used after 90 days for an employee's own, or, on a limited basis, a dependent's health condition.
Holiday ... Available for full-time personnel after 90 days of service. New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day and one Personal Day are observed.

Kansas Public Employee Retirement System (KPERs)

Employees who work at least 20 hours per week are enrolled in KPERs upon employment. Benefits include retirement income, a life insurance policy worth 150% of the member's annual salary and long term disability insurance. Employees may purchase additional coverage at group rates.

Employees contribute 6% of gross earnings each pay period. GCH contributions are subject to change as directed by the State of Kansas, and are currently approximately 9%. Employee contributions are tax deferred from federal income until retirement or withdrawal.

Supplemental Retirement Contributions – 403(b)

Employees may make contributions for retirement to a 403(b) account through Security Benefits.

Life Insurance

In addition to coverage through KPERs, GCH provides a \$10,000 policy. Coverage increases to \$20,000 after three years. Employees may purchase additional coverage at group rates.

Short Term Disability

Company provided coverage to insure income replacement in the event of disability.

Supplemental policies

Voluntary benefits are available at employee expense through AFLAC.

Discount on hospital services

Employees and their immediate family members will be eligible for up to 40% off their bill for services provided by GCH or a GCH owned business – clinics, home medical equipment, etc.

Uniform Allowance

Up to \$35 reimbursed annually to staff required to wear either scrubs or job specific uniforms.

Benefits offered in this plan are subject to change.

* = unless otherwise indicated.

Revised: April, 2017