

WYOMING COUNTY COMMUNITY HEALTH SYSTEM  
400 NORTH MAIN STREET  
WARSAW, NY 14569

## **BENEFIT PACKAGE SUMMARY – WCCH Schedule**

**NEW YORK STATE RETIREMENT** effective immediately upon employment. 3% of gross wage is deducted from each pay. Employer matches so that employee is receiving 6%. Employee can become vested after 5 years of employment. It is a requirement for any employee at .80 FTE or higher to sign up for the retirement system. When an employee has been in the Retirement System for 10 years, the amount contributed by the employee cannot be withdrawn.

**THE HARTFORD** offers deferred annuity to all staff. This compliments the NYS Retirement through regular payroll deductions. The employer does not match any amount put into deferred annuity.

**WORKERS COMPENSATION** available for job related injuries.

**DISABILITY INSURANCE** available for all non-per diem/non-student employees. \$1.20 is deducted each pay period for disability insurance.

**UNIVERA HEALTHCARE:** Employer shares in the premium for employees benefitted at .60 FTE and above.

**UNIVERA DENTAL INSURANCE:** Offered to employees benefitted at .60 FTE and above. Employee pays the entire premium for dental coverage.

**FOR EMPLOYEES NOT NEEDING HEALTH INSURANCE, \$1000.00 (OR \$750.00 IF SINGLE WITH NO DEPENDANTS) IS PAID OUT ONCE PER YEAR, IN THE FIRST PAYCHECK OF JULY, FOR WAIVING HEALTH INSURANCE COVERAGE. THIS AMOUNT IS PRO-RATED FOR PART TIME EMPLOYEES WHO WAIVE HEALTH COVERAGE.**

**VACATION** – 75 hours available after the first full year in a full time position is reached. Vacation accrual rate is 2.89 hours per pay period. Vacation is limited to 375 hours. Part time employees are pro-rated based on their FTE. Accrual rate and vacation limit go up after 10 years of employment (4.33 hours/pay period, 412.50 limit) and 15 years of employment (5.78 hours/pay period, 450 limit).

**SICK** – 37.5 hours available after 6 months in a full time position is reached. Sick accrual rate is 2.89 hours per pay period. Sick time is limited to 1,575 hours. Part time employees are pro-rated based on their FTE.

**TEN PAID HOLIDAYS** – New Years Day, President’s Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran’s Day, Thanksgiving, Christmas, and 1 Floating Holiday given on the employee’s start date, then on January 1 of each year. Part time employees are pro-rated based on their FTE.

**PERSONAL LEAVE DAYS** – 2 P.L. days per year. P.L. days cannot be accumulated – they must be used by the employee’s P.L. date. Part time employees are pro-rated. After 8 years of continuous benefitted employment 3 P.L. days are given per year. After 12 years, 4 P.L. days are given per year. The first P.L. day is given on your start date, the second after 6 months of employment. On your anniversary date the P.L. days must be used, or they will be deleted and you will be given your 2 P.L. days for the next year.

**LONGEVITY PAY** – Employees must work in a benefitted position for 10 continuous years. The following will be paid out at the stated years of service each year until the next level is reached. Part time employees receive a pro-rated amount based on their FTE. Longevity pay can either be divided amongst each paycheck or given in lump sum on the first paycheck of December.

- Ten Years - \$270
- Fifteen Years - \$360
- Twenty Years - \$480
- Twenty-five Years - \$540
- Thirty Years - \$720

**DIRECT DEPOSIT** is available for all employees to the bank or credit union of your choice. Your first paycheck will be a pre-note, where we send a test amount to your bank to make sure it is going to the correct account. As long as no red flags come up, your next paycheck will be fully direct deposited.

**ONCALL PAY** is given for the following departments:

- Laboratory
- Radiology
- Nursing Service Departments
- Endoscopy
- Respiratory Therapy
- Obstetrics
- Operating Room
- Information Systems

For weekdays, it is \$1.40 per hour. On weekends and holidays, it is \$1.75 per hour for each hour you are on standby status.

**SHIFT DIFFERENTIAL** - \$.85 per hour for those working the 3 PM to 11 PM or 11 PM to 7 AM shift. The rate is \$1.50 per hour for Acute RNs and LPNs working the 11 – 7 shift.

**CLINICAL LADDER ESTABLISHED FOR ACUTE RNs AND LPNs.**

**12 HOUR SHIFTS ARE AVAILABLE FOR ACUTE RNs AND LPNs.**