



1313 E 32nd St, Silver City, NM 88061
Human Resources | 575-538-4076

Caregiver Benefits

PAID TIME OFF (PTO)

Full-time Caregivers accrue PTO at the following rate:

- Caregivers working 72+ hrs on a regular schedule will accrue 16-18 (8)-hour days per year.
- Caregivers working 64 hrs on a regular schedule will accrue 16 (8)-hour days per year, but may accrue up to 18 (8)-hour days per year based on hours worked.
- Part-time Caregivers working less than 64 hours on a regular basis, accrue PTO time on a prorated basis according to number of hours worked per pay period.

PTO is accrued according to the following schedule:

(16-18) 8-hour days	1-3 years of service	Maximum Accrual 280	(35 days)
(21-23) 8-hour days	4-10 years of service	Maximum Accrual 440	(55 days)
(26-28) 8-hour days	11-15 years of service	Maximum Accrual 520	(65 days)
(31-33) 8-hour days	16+ years of service	Maximum Accrual 600	(75 days)

SICK LEAVE

Full-time caregivers accrue sick leave at the following rates, up to a maximum of sixty (60) days or 480 hours;

- Caregivers working 72+ hrs on a regular schedule will accrue 3.08 hours per pay period;
- Caregivers working 64 hrs on a regular schedule will accrue 2.46 hours per pay period, but may accrue up to 3.08 hours per pay period based on hours worked.
- *Part-time Caregivers, (working less than 20 hours per week), accrue sick leave on a prorated basis according to number of hours worked per pay period. Per diem, PRN and Temporary caregivers are not eligible for sick leave.

INSURANCES

Medical and Dental

Comprehensive insurance for medical and dental expenses is provided for eligible caregivers, dependents, and domestic partners. GRMC will pay a portion (amount and/or percentage to be determined on an annual basis) of the insurance premiums as a benefit. Your share of the insurance premium will be paid with pre-taxed dollars.

Vision Coverage

GRMC provides you with an affordable eye care plan that is available to eligible caregivers, dependents and domestic partners. GRMC covers the full premium cost for the caregiver while providing you with reasonable premium rates to cover your qualifying dependents. Coverage includes: quality care that focuses on your eyes and overall wellness plus eye ware.

Long-Term Disability

GRMC will provide all eligible caregivers Long-term disability coverage, (60% of total gross monthly income to a maximum of \$10,000), at no cost to you.

Life

\$10,000 Group Term Insurance: Additional, dependent, and domestic partner coverage available at low group rates.

Voluntary Supplemental

GRMC allows approved insurance companies to offer supplemental insurances to employees on a voluntary basis. We offer payment of such products via payroll deductions. (Colonial, Aetna, AFLAC, and Reliance)

Flexible Benefits Plan (Section 125)

Allows you to use before tax dollars to pay certain eligible expenses as allowed under Section 125 of the Internal Revenue Code.

RETIREMENT

Tax-Deferred Annuity Plan

Caregivers classified as regular full-time or regular part-time may participate in GRMC's Retirement Plan effective the first of the month following the caregiver's date of hire with a minimum contribution of 2 ½% of their monthly base pay.

GRMC contributes 2 ½% of your base monthly salary towards a Tax-Deferred Annuity Plan for the first four years of employment with a minimum contribution of 2 ½ %; increases to 5% on the fifth year. A caregiver may contribute the maximum allowed by IRS regulations, GRMC contribution maximum 5%.

Social Security – FICA/Medicare

GRMC matches dollar-for dollar for all payments made by you to your Social Security Account.

OTHER BENEFITS

Cafeteria Discounts– You can receive a discount based upon posted prices when dining in the hospital's cafeteria.

Pharmacy Discounts – Allows you to purchase prescribed medications for yourself.

Call Pay

You will be paid an established on-call rate per hour for being on call for necessary departmental coverage. Double the established on-call rate per hour will be paid for designated holiday shifts. Time worked will be paid at time and a half the regular rate for at least one (1) hour of work.

Differentials

Holiday Differential – You will receive time and a half the regular rate of pay when working New Year's Eve, New Year's day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Eve and Christmas Day.

Shift Differential – The hospital will pay differential pay to eligible caregivers who work scheduled Evening, Night and Weekend shifts. (Refer to policy for further clarification)

Payday and Direct Deposit

Caregivers are paid on a biweekly basis, which is payable every other Wednesday. Direct Deposit to checking accounts or a pay card is required to caregivers through payroll deduction.

Credit Union

You can become a member of the Ft. Bayard and/or Chino Federal Credit Unions. Deposits and/or loan repayments can be made via payroll deduction. Contact the Human Resources Office for more information.

Educational Assistance

Payment to attend job-related workshops/seminars is available as requested by GRMC.

Reimbursement for Education

GRMC will pay an established amount and/or percent of tuition costs per semester for eligible employees who are enrolled in an accredited university curriculum.

Reimbursement for Relocation

GRMC will pay eligible professional staff and department directors relocation expenses when applicable.

Leave of Absence

Caregivers may be eligible for the following leave of absences with approval from the Department Manager:

- Bereavement Leave
- Education Leave
- Family/Medical Leave
- Medical Leave (if not eligible for FMLA)
- Jury Duty
- Personal Leave
- Military Leave

Uniforms

Uniforms and laundry will be provided for all sterile areas to include OR, L&D, Nursery, Recovery and Sterile Processing. Other areas where uniforms will be provided will be: Dietary, DME, EMS, Housekeeping, Laundry, Maintenance and Security. Please refer to uniform policy for specifics and eligibility.

Recruitment Compensation (Payment)

Available for "Hard to Fill" and "Critical Need" positions.

Worker's Compensation

You are covered by worker's compensation insurance paid for by GRMC. Benefits include all medical, surgical and drug expenses and income replacement up to 66% of your average weekly wage, not to exceed the maximum set by the State of New Mexico.