

Benefit	Who Pays	Eligibility	What You Receive
Medical/Health			
Medical Insurance	WRHS & Employee	1st or 16th of month, following 30 days of employment	Four Medical Plans Offered (2 PPO, 2 High Deductible)
Dental Insurance	Employee	1st of month, following 30 days of employment	EMI Health Dental coverage
Vision Insurance	WRHS & Employee	1st or 16th of month, following 30 days of employment	DR Administrative Services
Medical Flex Spending Account	Employee	January 1st after 1 year of employment	Deduct Pre-Tax Dollars to reimburse out-of-pocket medical, dental, and vision. Must be enrolled in PPO plan.
Dependent Flex Spending Account	Employee	1st of the month following 30 days of employment	Deduct Pre-Tax Dollars to reimburse dependent care expenses.
Health Savings Account	WRHS & Employee	1st or 16th of month, following 30 days of employment	Deduct Pre-Tax Dollars to reimburse out-of-pocket medical, dental, and vision. Must be enrolled in HD plan.
Vacation/Sick Leave			
Paid Personal Leave (PPL)	WRHS	3 months of employment	Accruals include 7 holidays and 3 sick days. 0-7 years 20 days, 8-15 years 25 days, 16+ years 30 days
Extended Sick Leave (ESL)	WRHS	3 months of employment	Used in continuation of 3 sick days or if admitted to hospital. Max accrual 520 hours.
Retirement/LTD			
Retirement Plan (403b)	WRHS & Employee	One year of 1000 hours worked for match, immediately for employee	Fully invested immediately. 3% match 1-7 years, 4% match 8-14 years, 5% 15+ years
Long Term Disability	WRHS	One year of service, 24 hour a week FTE.	40% of base salary, max benefit of \$4000/month after 6 month qualifying period.
Long Term Disability Enhancement	Employee	One year of service, 24 hour a week FTE.	60% of base salary, max benefit of \$4000/month after 3 month qualifying period.

Employee Benefits Overview

Your health, satisfaction, and financial security are important to your overall well-being .

That's why we are pleased to offer comprehensive, competitive, and affordable benefits to our dedicated employees and their families, Recognizing there are many types of families with many different needs, we offer a wide variety of benefits and plan options. This flexibility allows you to select the individual benefits which best fit your personal and financial needs.

This brochure provides a summary of the benefits.

Additional Benefits Offered

- ◆ Bereavement Leave
- ◆ Military Leave of Absence
- ◆ Notary Public Service
- ◆ Special Recognition Awards
- ◆ AFLAC
- ◆ Employee Assistance Program

Benefits Mandated

- ◆ Worker's Compensation
- ◆ Unemployment Compensation
- ◆ Social Security Program
- ◆ Jury Duty Leave of Absence
- ◆ Family Medical Leave Act

*If not declined in 30 days, 403 (b) will be auto-enrolled at 3%.

*Enrollment in benefits must be completed within 30 days of hire.

NONDISCRIMINATION POLICY STATEMENT

In compliance with the Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1975, the Americans with Disabilities Act and the Civil Rights Act of 1991, it is West River Health Services Foundation's policy to provide benefits, services, and employment to all persons without regard to race, color, religion, sex, national origin, age, presence of mental or physical disability, status with regard to marriage or public assistance, citizenship, military status, pregnancy, genetics, gender identity, or any other basis prohibited by statute will not be a basis for discrimination as defined in applicable state and federal law.

Revised 03/11/2025

WEST RIVER HEALTH SERVICES

WEST RIVER HEALTH SERVICES



Human Resources

1000 Hwy 12 | Hettinger, ND 58639

701-567-6206 | Andrea.Werlinger@wrhs.com



EMPLOYEE BENEFITS

WEST RIVER HEALTH SERVICES