

A - Z

Summary of Benefits La Porte Regional Health System

Employee benefits are an important part of the total compensation package for employees. Below is a brief explanation of some of the benefit programs offered by La Porte Regional Health System.

NOTE: *Contract employees should refer to the individual benefits noted in each contract.*

ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Coverage for the employee, spouse, and children. Maximum amount available is 10 times the employee's annual earnings.

ADOPTION FEE ASSISTANCE PROGRAM

BUFFET HOLIDAY DINNER

CAR DETAILING

Service is payroll deductible.

CHILD CARE

Childcare assistance is provided for children from infancy to 6 years of age at any of the approved state licensed childcare facilities.

DELL COMPUTER EMPLOYEE PURCHASE PROGRAM

DRY CLEANING

Drop off and pick up located in the lower level of the hospital in the Laundry Department. Payment method is payroll deduction.

EDUCATIIONAL REIMBURSEMENT

La Porte Regional Health System encourages employee education to enhance job performance and/or future promotion possibilities. Employees can apply for reimbursement of tuition and books

EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program (EAP) is available to all employees and their immediate families at no cost. During the first session a thorough assessment is completed and recommendations are made. Four follow-up sessions with no co-pay are available if needed.

FLEXIBLE SPENDING ACCOUNTS (MEDICAL & DEPENDENT CARE)

FUN ACTIVITIES

The Employee Activities Committee provides many wonderful employee activities such as the employee picnic, Easter egg hunt, Halloween party, float for the Fourth of July Parade, shopping trips and baseball games, and many other activities designed for the employee and his/her family. All employees are encouraged to become involved with all or any of the activities.

GIFT SHOP

Payroll deduction is available as well as a employee discount on selected items.

GORDON FOOD SERVICE

Gordon Food Service offers a discount card program.

HEALTH SCREEN

Employees and their spouses are eligible via the Wellness Resource Center. Enrollment in the group medical coverage is NOT required.

HEALTH INSURANCE COVERAGE (Medical, Dental, and Vision plans)

JEWELRY SALE (eligible at employment)

Sponsored by the Hospital Auxiliary. Flyers are distributed prior to each sale.

KINDHEARTED EMPLOYEES

LIFE INSURANCE -

For your peace of mind, we offer basic life insurance coverage up to 2 times your annual base salary up to maximum. You may elect to purchase additional coverage for yourself and your dependents.

LONG TERM DISABILITY

Hospital paid benefit if you are disabled after a 90-day waiting period.

MEALS - CAFETERIA

Employees discount on daily nutritious meals in the Employee Cafeteria.

NEED A NEW VEHICLE?

Several local automotive dealerships offer special discounts and preferred pricing towards the price of a new or used vehicle.

OPEN ENROLLMENT

Once a year, Open Enrollment is provided to give eligible employees the opportunity to revise choices regarding the Medical, Dental, Vision, Flex, and Life Insurance plans. These changes can be made during the month of November for an effective date of January 1st of the following year. Scheduled open enrollment meetings will be held periodically throughout the month of November.

PAID TIME OFF (PTO)

Includes holidays, personal days, vacation days, and non-leave of absence sick time.

PHARMACY

Employees may utilize the La Porte Hospital Pharmacy. Many over-the-counter medications are available for purchase to employees via payroll deduction.

PTO TO CASH OUT

Employees may cash out PTO hours per year in lieu of taking time off.

QUALITY CARE

RETIREMENT PLAN

SAVINGS PLAN

Offered to all employees via payroll deduction.

SERVICE AWARDS BANQUET

Annually, honored employees and retirees are invited to a special banquet and awards ceremony to recognize years of service and awards received throughout the year.

SHORT-TERM DISABILITY

TRAVEL ASSISTANCE

Worldwide emergency travel assistance services provided at no cost to eligible employees.

WEE CARE

Affordable child care to mildly ill or recuperating children or infants.

WELLNESS CENTER

XTRA TERM LIFE INSURANCE

Optional Term Life Insurance is offered for employees and dependents.

YMCA DISCOUNT

ZBEST PLACE TO WORK IN THE COUNTY!