

BUFFALO LAKE HEALTHCARE CENTER

BENEFITS SUMMARY

Direct Deposit

Direct deposit your paycheck into any bank and into any account. Your paycheck is then in the bank as soon as it opens for business on pay day. All staff are paid twice monthly on the 7th and the 21st of each month.

Paid Personal Leave (PPL)

This benefit is a cafeteria-type pool of hours you earn dependent upon the amount of hours worked and years of employment. Every 2 years, the amount of time earned increases based on date of employment. This would be your pool of vacation, illness, family time off and it increases with every hour you work.

Uniform Pay

All staff who are required to wear uniforms will receive payment on their anniversary date to purchase uniforms. The amount paid out is based on hours worked.

Bereavement Pay

After successful completion of the 60 day probationary period, three days off with pay for an immediate family member and one paid day off for extended family.

Shift Differentials

Varying shift differentials are offered for evening shift, night shift, and weekend hours.

Holiday Pay

Any holiday hours worked will be paid at time and a half.

Paid Jury Duty

3 days paid – the difference between your wage and the rate received.

Continuing Education and Professional License Reimbursement

Yes! – amount determined per event. You are eligible to participate if you work an average of 30 hrs. each week.

Health Insurance

You are eligible to participate if you work an average of 30 hours or more per week.

We also have the option of a health savings account to help cover your out of pocket medical expenses.

Life Insurance

For employees working 30 hours or more weekly, our facility will pay for a life insurance plan 1x your yearly salary.

Colonial Life Insurance – Eye Med – Delta Dental

There are various policies available to all employees working 20 hours or more per week. These policies are taken out by each employee individually and deducted from their paycheck depending on the policies some are pre-tax and some are post-tax. Policies range from disability, cancer, and various other types of insurance.

401K Plan

Available to all staff after successful completion of 60 day probationary period and 160 hours worked.

BLHCC will match up to 3% of your contribution at 50%. Example, if you contribute 3%,

BLHCC would match your 3% with our contribution of 1.5%.

The employer match is 100% vested after 2 years of employment.