



800 Cross River Road • Katonah, NY 10536 • 1-800-528-6624 • 1-914-763-8151 • www.fourwindshospital.com

Overview of Employee Benefits

Health Plan: All full-time employees are eligible to participate in our health insurance program. Coverage is effective on the 1st of the month following the successful completion of the 3 month probation period.

There is an employee contribution based on level of salary and coverage option, which is deducted from your paycheck on a pre-tax basis.

Dental Plan: All full-time employees are eligible to participate in our Dental Plan. Eligibility begins on the 1st of the month following the completion of the 3 month probation period. There is an employee contribution to participate in this plan.

Life Insurance: All full-time employees participate in this non-contributory life insurance plan. Coverage begins the 1st of the month after your date of hire.

Pension Plan: All full-time and regular part-time employees are enrolled in this company sponsored, non-contributory pension plan. You are fully vested at the completion of 5 years or 1,000 hours or more. Payment is made at the time of termination or retirement.

401 K: All employees are eligible to participate in our 401(K) savings program. Eligibility begins on the 1st day of employment.

Flexible Spending Accounts: A Medical Reimbursement Plan offering reimbursement of medical care expenses not reimbursed by insurance. A Dependent Care Account offering reimbursement for qualified expenses paid for childcare or other dependent care.

All contributions are on a pre-tax basis.

AFLAC: Voluntary Personal Short Term Disability and Personal Lifestyle Protector Cancer Plan.

METLIFE: Voluntary Whole Life Insurance Plans are available.

Credit Union: The Municipal Credit Union offers checking and savings accounts and other financial services.

Vacation Time: Hours are accrued each payroll period.

- RN's: 4 weeks
- LPN's 3 weeks
After 3 years 4 weeks
- MHW's 2 weeks
After 3 years 3 weeks
After 7 years 4 weeks

Holidays: 6 paid Holidays per year.

Sick Time: 5 paid Sick days per year.

Salary Differential: Night Shift and Overlap Salary Differential for those employees working those shifts.

Tuition Assistance: Tuition assistance available for any full time staff member interested in pursuing an RN degree, and also for any RN enrolled in or accepted to either a BSN or MSN degree program.