

2026 Employee Benefits Summary

Lawrence County Memorial Hospital
2200 State Street, Lawrenceville, IL 62439

Compensation

BENEFIT	DESCRIPTION	WHO RECEIVES	WHEN ELIGIBLE
Shift Differential	8% differential for authorized scheduled evening and night shift work. Additional 10% differential for authorized scheduled weekend work.	Eligible employees working evenings, nights, weekends, excluding exempt positions	Upon employment
Holiday Premium	Time plus ½ for scheduled hours worked on an actual holiday.	All employees, excluding exempt positions	Upon employment
Annual Salary Increases	Budget-approved annual increase.	All employees	Annually

Cafeteria

BENEFIT	DESCRIPTION	WHO RECEIVES	WHEN ELIGIBLE
Holiday Meal	Free meal on holidays.	Employees on duty	Upon employment
Birthday Meal	One free meal during the employee's birthday month.	All employees	Upon employment
Free Refreshments	Enjoy free coffee/iced tea throughout your scheduled shift.	All employees	Upon employment

Healthcare

BENEFIT	DESCRIPTION	WHO RECEIVES	WHEN ELIGIBLE
Employee Health Service	Professional attention from Health Services/Emergency Department while on duty.	All employees	Upon employment
Annual Health Tests	No-cost Flu shot.	All employees	Upon employment
Immunization Program	Hepatitis B vaccine, tetanus/diphtheria, flu, and mumps/measles/rubella.	All employees	Upon employment
Prescription Drugs	Discount on cost plus base.	All employees and their dependents	Upon employment
Hospital Services	20% discount on inpatient/outpatient charges after 3rd-party payments, if paid in 30 days.	All employees and their dependents	Upon employment

Insurance

BENEFIT	DESCRIPTION	WHO RECEIVES	WHEN ELIGIBLE
Medical Coverage	Two medical plans to choose from: PPO or HDHP – SIHO.	Employees working 30 hours per week	First of the month following employment
Dental Coverage	Low-cost Dental coverage available through Delta Dental.	Employees working 30 hours per week	First of the month following employment
Vision Coverage	Low-cost Vision coverage available through EyeMed.	Employees working 30 hours per week	

This summary is a brief overview. For detailed information, contact Human Resources department at HRassistance@lcmhosp.org | Revised 10.2026

BENEFIT	DESCRIPTION	WHO RECEIVES	WHEN ELIGIBLE
Term Life Insurance Mutual of Omaha	Hospital-paid \$15,000 life and AD&D policy.	All full-time employees	First of the month following employment
Voluntary Term Life Mutual of Omaha	Employee-paid decreasing term life insurance with additional accidental death and dismemberment coverage, plus group term life insurance for spouse and/or children.	Full-time and part-time employees with benefits	First of the month following employment
Short-Term Disability Mutual of Omaha	Employee-paid short-term disability coverage.	Full-time and part-time employees with benefits	First of the month following employment
Long-Term Disability Mutual of Omaha	Hospital-paid long-term disability coverage.	Full-time and part-time employees with benefits	First of the month following employment
Voluntary Benefits Mutual of Omaha	Employee-paid critical illness, hospital indemnity, and/or accident insurance coverage.	Full-time and part-time employees with benefits	Upon Hire / Open Enrollment

Retirement, Education, Paid Time Off

BENEFIT	DESCRIPTION	WHO RECEIVES	WHEN ELIGIBLE
Retirement Plan Empower	401(k) retirement plan. Hospital matches \$0.50 per dollar up to 6%. Employees must be age 21 to receive matching funds.	All employees may contribute	First of the month following employment
Tuition Reimbursement	Approved courses toward a degree/certification. Up to \$5,250 per calendar year.	Full-time and part-time employees	After one year of employment
Bereavement Leave	Three shifts with pay for immediate family members.	All employees	Upon employment
Paid Time Off	Paid time off for vacation and illness, plus six observed holidays per year.	Full-time and part-time employees with benefits	Following 3 months of employment

Employee Wellness, Engagement

BENEFIT	DESCRIPTION	WHO RECEIVES	WHEN ELIGIBLE
Employee Assistance Program	Free, confidential support for employees and household members, including counseling, wellness coaching, financial and legal guidance, and work-life resources.	All employees and their dependents	Upon employment
Fitness Center Reimbursement	up to \$30 monthly Fitness Center membership fee reimbursement.	Full-time and part-time employees	Upon employment
Milestone Service Awards	Recognition of long-term service to the hospital.	All employees	Every 5 years of service
Employee Recognition	Employee of the Month/Year program, Shout Outs, Department celebrations	All employees	Upon employment
Community Engagement	Opportunities to volunteer, engage, and support community events	All employees	Upon employment

Employee Classifications

	HOURS PER WEEK
Full Time	36–40 hours per week
Part Time With Benefits	20–35 hours per week
Part Time No Benefits	19 hours or less per week

Paid Time Off Accruals

PTO is earned on hours worked.

EMPLOYEE GROUP	YEARS OF SERVICE	ACCRUAL RATE
Non-exempt (hourly)	0–5 years	.085 per hour worked; 22 days (full time)
Non-exempt (hourly)	6–8 years	.0923 per hour worked; 24 days (full time)
Non-exempt (hourly)	9–11 years	.104 per hour worked; 27 days (full time)
Non-exempt (hourly)	12 or more years	.123 per hour worked; 32 days (full time)
EMPLOYEE GROUP	YEARS OF SERVICE	ACCRUAL RATE
Department leaders (exempt)	0–8 years	.104 per hour worked; 27 days
Department leaders (exempt)	9 or more years	.123 per hour worked; 32 days
EMPLOYEE GROUP	YEARS OF SERVICE	ACCRUAL RATE
Part-time no benefits / PRN	All years of service	.025 per hour worked