

Employee Benefits

At Coastal we consider our employees to be our most valuable asset. In a service industry such as EMS, our employees are the ones interacting with the customers all the time. As a result, we treat our employees as professionals and have put together a very competitive benefits package.

BANKING

Payroll direct deposit may be used by employees to deposit funds in a Savings or Checking Account to the bank or credit union of your choice.

TUITION ASSISTANCE PROGRAM

Reimbursement for attending certain classes at institutions of higher learning will be provided depending on the grade you receive in the class. This benefit is available to you after one year of employment.

TRAINING

Job related and/or job enrichment training programs are available in many areas with contact hours certified when applicable, such as First Aid, CPR, EVOC, EMT Refresher courses and ACLS courses which are available for qualified individuals at specific times during the year. These programs are sponsored by Coastal Health Systems with an employment commitment from you.

PARAMEDIC/EMT ORIENTATION

A minimum of 40 hours of general and unit orientation is provided immediately upon employment.

EMPLOYEE ASSISTANCE PLAN

Free referral and counseling services are available for you and your immediate family members for up to six visits per year. This benefit is available immediately upon employment and is paid for by Coastal Health Systems.

MEDICAL BENEFITS

Coastal Health Systems offers an excellent health care, and dental plan to its full-time employees at very competitive rates. Coverage for family members is also available. You are eligible for this coverage after three months of full-time employment.

OTHER INSURANCE

Life insurance coverage is provided to eligible full-time employees at no cost following the completion of three months of employment. Coverage in greater amounts is available for purchase at low, group rates. Short-term accident and disability, Cancer, Vision, Critical Care, Supplemental Life and Dependent Life insurance are also available. These coverages are paid by you through payroll deductions and are available after three months of employment.

PAID DAYS OFF

Rather than providing employees a specific number of vacation days, holidays and sick days, Coastal Health Systems uses an innovative, all encompassing "Personal Leave Time" system. This approach provides for the creation of a "Paid Days Off" account for each eligible employee into which Coastal accrues bi-weekly hours. The rate at which you accumulate funds in your account is determined by the hours you work. Eligible employees begin accumulating "PLT" immediately upon employment and may begin using them after three months.

RETIREMENT PLAN Coastal Health Systems maintains an excellent 401(k) plan for eligible employees. Coastal Health Systems also matches a portion of the funds that you voluntarily contribute to the plan. You may choose between several different mutual funds for investing the money in your retirement account. You are eligible for this coverage after 1 year of employment and 1000 hours.

SOCIAL ACTIVITIES

Various Company wide and departmental parties, safety drawings, discounts for area attractions and warehouse store membership discounts are available immediately upon employment.

ON SITE GYM

Coastal Health Systems provides a fully equipped gym. This benefit is available immediately upon employment.

KITCHEN FACILITIES

Microwave, refrigerator, coffee, soda and snack machines. Seating for dining in.

CREW QUARTERS

2 Furnished bunkrooms and showering facility for 24-hour crews to get rest on long shifts.