Mercy Iowa City Employee Benefits

Health Coverage
Full-time and part-time employees scheduled at least 40 hours each pay period are eligible for health coverage plans on the first of the month following hire. Coverage is available through payroll deduction. Mercy offers a Health Savings Account Program with a matching employer contribution of up to $1,000.

Employee Discount
Employees and their immediate family members are eligible for a 20 percent discount (of their deductible and co-payment) at Mercy Hospital and Mercy Clinics for inpatient or outpatient treatment billed by the Patient Accounts Department or for Mercy Home Health Care charges.

Dental Insurance
Full-time and part-time employees in positions scheduled 40 or more hours each pay period are eligible for the Delta Dental Plan on the first of the month following hire. Coverage is available through payroll deduction. Two dental plans are available.

Life Insurance
Mercy Iowa City pays for term life insurance to the nearest $1,000 of the employee’s annual salary for full and part-time employees scheduled 40 or more hours each pay period. Coverage is also provided for Accidental Death & Dismemberment. Eligible employees may also choose coverage at 50 percent of annual salary and receive the difference in premiums or may choose to buy up to an additional 1 or 2 times their annual salary. Coverage begins on the first of the month following 90 days of employment. Optional supplemental life insurance for employee and family are available.

Long Term Disability Insurance
Mercy Iowa City pays for long-term disability coverage at 60 percent of annual salary for full-time and part-time employees scheduled 40 or more hours each pay period. Coverage begins the first of the month after 90 calendar days of employment and, if disabled, may provide 60 percent of the employee’s base salary after a 90-day elimination period. Eligible employees may also choose lesser coverage at 50 percent annual salary and receive the difference in premiums or buy up to 66 2/3 percent annual salary.

Vision Insurance
Employees can choose from two vision options. Both plans provide discounts on materials such as contacts and glasses. Full-time and part-time employees scheduled at least 40 hours each pay period are eligible. Annual eye exam provided at no cost through health coverage.

Vacation Sell
The sale of PTO hours is offered annually. Employees have the opportunity to sell up to 32 hours of PTO on a post-tax basis.
Voluntary Insurance
Mercy offers a variety of voluntary insurance products, once a year, which an employee may purchase through payroll deduction. The products currently include spouse and child life insurance, short-term disability, supplementary health insurance for critical illnesses & cancer and accident insurance. Payroll deduction is also available into a 529 college savings plan.

Retirement Savings
401(k) Plan
Mercy offers full-time and part-time employees payroll deduction for retirement savings in a 401(k) plan. A company match and contribution are provided up to 7% of compensation.

Paid Time Off (PTO)
Paid time off for full and part-time employees combines vacation days, holidays, personal days, and short-term illness in one unit of measure, providing great flexibility. PTO accrual is based on hours worked. Accrual increases with length of employment, from 24 days the first year for a full-time employee, to 29 days after four years, to 34 days after nine years, to 35 days after 20 years, prorated for part-time employees.

Employee Personal Medical Leave (EPML)
Employee personal medical leave hours are available to all full-time and part-time employees. Hours begin to accrue after 105 days of employment, at a rate of six days per year for full-time employees and prorated for hours for part-time employees. The EPML bank may be accessed immediately for hospitalization, outpatient surgery in a Iowa City, or an on-the-job injury. For other illnesses, PTO must be used for the first one to three scheduled work days, depending on length of service.

Family Medical Leave
Family and Medical Leave permits up to 12 weeks per year with job security. PTO/EPML Bank usage, if available and applicable, will be required during any or all leave.

Bereavement Leave
An employee will be paid up to three consecutive days of leave upon death of a member of his or her immediate family when the employee had been scheduled to work. Additional days off may be granted by requesting PTO.

For more benefits information
Please contact the Human Resource Department at 319-339-3567