

For information on
career opportunities
at Mercy Iowa City:

www.mercyiowacity.org

Mercy Job Line
319-339-3959 Local
1-888-251-1674 Toll Free

Human Resources Department
319-339-3567

Additional Benefits

Tuition Reimbursement. Upon completion of 90 calendar days of employment, full-time and part-time employees in positions scheduled 30 or more hours each pay period may apply for assistance with the cost of tuition and professional certifications.

Tuition Discounts. Employees can get a 10% discount if they choose to continue their education at 1 of the 6 institutes that Mercy Iowa City partners with.

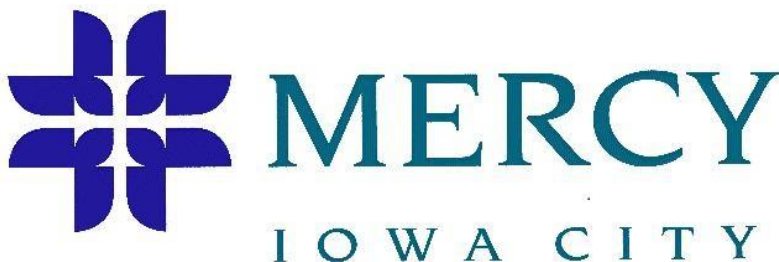
Premium Pay/Shift Differential. Payment of time and a half is provided for overtime and holidays. An hourly shift differential of 12 percent of base rate, up to \$4.25 per hour, is applied for hours worked between 6pm and 6am

Flexible Spending Accounts. Dependent care and health care flexible spending accounts are available to full and part-time employees to enable pre-tax payment of Mercy medical/dental premiums, childcare, and unreimbursed health care expenses.

Workers' Compensation. Payment of medical bills and partial wage replacement will be provided by Mercy Iowa City for work-related injuries or illnesses. This is available to all employees and time off will be integrated with Family and Medical Leave.

Complimentary Meals and Discounts. Each employee receives a free cafeteria meal ticket on his or her birthday and employment anniversary. Employees also receive a discount in the Iowa City cafeteria.

Complimentary Parking:
Free parking to all employees in designated employee parking lots just steps from Mercy Iowa City.
(Continued Other Side)



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.

Additional Benefits, continued

Continuing Education. Mercy Iowa City is an Iowa Board of Nursing approved provider for continuing education units (CEUs) and assists and supports other disciplines in providing continuing education. Education grants are available from the Mercy Iowa City Foundation for employees seeking nursing education.

Post-Offer Physical Exams. A physical examination will be provided by Mercy Iowa City following a job offer. Required vaccinations based on position, will be provided.

Employee Service Awards are given to employees beginning after five years of service.

Employee Assistance Program (EAP) provides free, confidential, professional assistance to help employees and their families resolve problems that affect their personal lives or job performance.

Adoption Assistance. Upon completion of one year of employment, full-time and part-time employees may apply for adoption assistance. This program provides financial assistance towards the cost involved in the adoption of a child.

Wellness and Health Screenings. Once a year at no charge, employees may take advantage of annual health screenings including total lipid profile with glucose, health risk appraisal, body composition test, and height/weight check. Other wellness programs are available at reduced fees.

Flu Vaccinations. Annual flu vaccinations provided at no cost.

Orientation. Department-specific, as well as Iowa City-wide, personnel orientation is provided during the first month of employment.

Lactation Assistance. Mercy's Maternal/ Child Service assists employees who are nursing their babies.

Employee Discounts. Discounts available through Verizon and US Cellular. Discounted movie tickets available. Discounted tickets to local events available throughout the year.

Direct Deposit of Paychecks

Jury Duty Pay

Notary Service

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

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