

Mercy Iowa City Employee Benefits

GENERAL BENEFIT SUMMARY

Medical, dental, life and disability:

- Health and dental insurance²
- Wellness program and annual health risk assessment²
- Flexible Spending Accounts, medical and dependent care
- Long term disability and life insurance²
- Voluntary insurance (critical illness and accident coverage, short term disability and vision plans)

Retirement/financial benefits:

- 401 (k) plan - employer match²
- Tax-deferred annuities²
- Temporary assistance program
- Pay differentials
- 529 college savings plan

Child care:

- Dependent care FSA
- Adoption assistance

Education:

- Tuition assistance
- CEU programs
- Discounts at partner schools

Health related benefits:

- 20% discount on Mercy services
- Flu vaccinations³ and Hepatitis B vaccine⁵
- New hire physical screenings⁴

Paid time off and sick leave¹:

- Bereavement leave
- Jury duty pay

Miscellaneous:

- Free convenient parking
- Service recognition awards
- Notary service
- PHO value plus program
- Vizient employee discount
- Workers compensation
- Employee assistance program
- Cafeteria discount

Health coverage:

- Mercy offers a Health Savings Account Program combining the low premiums of a high deductible health plan with the benefits of a Health Savings Account. Employees who contribute to the Health Savings Account will receive a matching employer contribution of up to \$1,000.

Vision coverage:

- Multiple vision options are available to employees. Coverage includes discounts toward materials as well as coverage for routine eye exams. Annual eye exam provided at no cost through health coverage.

Employee discount:

- Employees and immediate family members are eligible for a 20 percent discount for services performed at Mercy Hospital and Mercy clinics.

Retirement savings 401(k) plan:

- 3.5% employer contribution with no employee contribution required up to another 3.5% matching contribution possible.

Dental insurance:

- Employees can select from two plans provided by Delta Dental of Iowa.

¹Offered to full- and part-time employees only; includes paid time off for holidays, vacation, family medical leave and short-term sickness ²Offered to employees with position control hours of 40 or more hours per pay period ³While supply lasts (when offered) ⁴If non-immune on date of hire ⁵For employees with potential exposure

Voluntary insurance:

- Mercy offers a variety of voluntary insurance products once a year. The products currently include spouse and child life insurance, short-term disability, supplementary health insurance for critical illnesses and cancer and accident insurance.

Life insurance:

- Mercy Iowa City provides eligible employees with one times their salary in life insurance coverage. Coverage also includes Accidental Death and Dismemberment. Coverage for spouse and children is also available.

Long term disability insurance:

- Mercy Iowa City pays for long-term disability coverage at 60% percent of annual salary for eligible employees.

Paid time off:

- Most employees are eligible for paid time off which 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.

Employee personal medical leave:

- Employee personal medical leave hours are available to all full-time and part-time employees. Hours begin to accrue after 105 days of employment. 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 the length of service.

Tuition assistance:

- Up to \$2,500 each fiscal year.

Tuition discount:

- 10-20% discount from select institutions.

Premium pay/shift differential:

- Payment of time and a half is provided for overtime and holidays. An hourly shift differential of 12% of base rate, up to \$4.25 per hour, is applied for hours worked between 6 p.m. and 6 a.m.

Continuing education:

- Mercy Iowa City is an Iowa Board of Nursing approved provider for continuing education units (CEUs). Education scholarships are available from the Mercy Iowa City Foundation for employees seeking nursing education.

Adoption assistance:

- Up to \$1,000 towards the adoption of a child

Vacation sell:

- The sale of PTO hours is offered annually; sell up to 32 hours on a post-tax basis.

Flexible spending accounts:

- Enrollment in dependent care and health care flexible spending accounts is available. Contributions made to a FSA are pre-tax.

Employee discounts:

- Discounts available through Verizon and AT&T. Discounted movie and local events tickets available.

Complimentary meals and discounts:

- Employees receive a discount in the Iowa City cafeteria.

Employee service awards:

- Given to employees beginning after five years of service.

Employee assistance program:

- Free, confidential assistance to help employees and their families resolve problems that affect their personal lives or job performance.

Wellness and health screenings:

- Once a year, employees may take advantage of free annual health screenings. Based on the results, employees may receive up to \$200.

Lactation assistance:

- Mercy's Maternal Child Service assists employees who are nursing their babies.

www.mercyiowacity.org/careers

On our website you can find all department job opportunities, physician and provider careers, volunteer opportunities, student information and job shadows and Progressive Rehabilitation Associates.



**Contact Mercy Recruiting at
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