

At MercyCare we value our employees and strive to offer competitive compensation and benefits. We are committed to ensuring both our patients and employees receive The Mercy Touch®.

Benefit	Description	Who is Eligible	When Eligible	Who Pays
Medical Insurance	Comprehensive medical coverage that includes physician services, hospitalization, and prescription drugs. Choose between our HMO and HDHP/HSA.	Providers 0.5 FTE or greater	First of the month following date of employment	MercyCare & Employee
Dental Insurance	Comprehensive dental coverage that includes preventative, routine, and major care/services.	Providers 0.5 FTE or greater	First of the month following date of employment	MercyCare & Employee
Vision Insurance	Comprehensive vision coverage that includes exam, prescription glasses, and contact lenses. Choose from the Base or Premier Plan.	Providers 0.5 FTE or greater	First of the month following date of employment	Employee
Medical Flex Spending Account	Opportunity to make pre-tax elections for qualifying out-of-pocket medical, dental, and vision expenses.	Providers 0.5 FTE or greater	First of the month following date of employment	Employee
Dependent Care Flex Spending Account	Opportunity to make pre-tax elections for qualifying out-of-pocket dependent care expenses.	Providers 0.5 FTE or greater	First of the month following date of employment	Employee
Short-Term Disability	Partial income protection of weekly earnings for disability after elimination period. Pays 60% of salary, max of \$1,500 per week.	Providers 0.5 FTE or greater	First of the month following date of employment	Employee
Long-Term Disability	Partial income protection of monthly earnings for disability after 90-day elimination period. Pays 60% of salary to a max of \$15,000 per month for physicians and \$7,500 per month for PAs and ARNPs.	Providers 0.85 FTE or greater	Physicians – first of the month following date of employment PAs and ARNPs – first of the month following one year of employment	MercyCare
Group Life/AD&D Insurance	Term life insurance of two and a half times annual salary to a maximum of \$500,000 for physicians and \$250,000 for PAs and ARNPs.	Providers 0.5 FTE or greater	First of the month following date of employment	MercyCare
Optional Life/AD&D Insurance	Optional life insurance for provider, spouse, and dependents.	Providers 0.5 FTE or greater	First of the month following date of employment	Employee
401(k)	Opportunity to make pre-tax contributions toward a tax-deferred retirement plan. Subject to IRS cap.	All Providers	Upon hire date	Employee
401(k) Roth	Opportunity to make after-tax contributions toward a tax-deferred retirement plan. Subject to IRS cap.	All Providers	Upon hire date	Employee
401(k) Match Contribution	MercyCare will match 60% on the first 5% a provider contributes to the 401(k) and/or 401(k) Roth Plans. Subject to IRS cap.	All Providers	Will begin with employee contributions. 3 year vesting	MercyCare
409(A) Deferred Compensation	Opportunity to make pre-tax contributions toward a deferred compensation plan.	All Providers	Upon hire date	Employee

Benefit	Description	Who is Eligible	When Eligible	Who Pays																
Paid Time Off (PTO)	<p>Paid time off for vacations, holidays, personal days, and sick days.</p> <table border="1"> <thead> <tr> <th>Length of service</th> <th>Accrual/ Hour</th> <th>Days/ Year</th> <th>Max Hours</th> </tr> </thead> <tbody> <tr> <td>< 5 years</td> <td>.1000</td> <td>26</td> <td>312</td> </tr> <tr> <td>5-10 years</td> <td>.1115</td> <td>29</td> <td>348</td> </tr> <tr> <td>10+ years</td> <td>.1346</td> <td>35</td> <td>420</td> </tr> </tbody> </table>	Length of service	Accrual/ Hour	Days/ Year	Max Hours	< 5 years	.1000	26	312	5-10 years	.1115	29	348	10+ years	.1346	35	420	Providers 0.5 FTE or greater	Begins upon hire date	MercyCare
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Paid Parental Leave	Up to one week (pro-rated based on FTE) of paid parental leave to eligible employees following the birth of an employee's child or the placement of a child for adoption or foster care.	Employees 0.5 FTE or greater	After one year of service	Mercy																
Holidays	MercyCare observes six holidays – New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. Holidays will automatically be paid from Provider's PTO accrual.	Providers 0.5 FTE or greater	Upon hire date	MercyCare																
Employee Health Center	Exceptional medical care for employees and their dependents.	All Providers	Upon hire date	Employee																
Adoption Assistance	The Adoption Assistance Program will provide eligible employees with financial assistance for adoption expenses.	Providers 0.5 FTE or greater	After one year of service	MercyCare																
Watts Medical Library	Medical research assistance and article delivery. Books, movies, and much more available with your Metro Library Card.	All Providers	Upon hire date	n/a																
Employee Assistance Program	Eight free counseling sessions per fiscal year for Providers and each immediate family member.	All Providers	Upon hire date	MercyCare																
Jury Duty Pay	Paid jury duty time when called to serve.	All Providers	Upon hire date	MercyCare																
Bereavement Leave	Paid time off for the death of an immediate family member.	All Providers	Upon hire date	MercyCare																
Immunizations	Vaccines will be reviewed/given upon hire and throughout employment, as needed no cost.	All Providers	Upon hire and throughout employment.	MercyCare																
Baggot Street Bistro	Discounted food and beverages.	All Providers	Upon hire date	Employee																
Fitness Area	Free access to fitness area located on the ground floor at Mercy Medical Center.	All Providers	Upon hire date	MercyCare																
YMCA-Metro Area	Membership discount for Providers and dependents.	All Providers	Upon hire date	Employee																
Free Parking	Ample and conveniently located.	All Providers	Immediately	MercyCare																

For more information, contact Sandy Collins – Manager, Benefits & Compensation at (319) 398-6605.

This information represents an overview of the MercyCare Physician Benefit Plans. The master plan document for these benefits give full information and dictate the benefits provided.

Effective 1/1/23.