



## 2023 Salaried/Exempt Employee Benefits Summary

At Mercy Medical Center 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															
<b>Medical Insurance</b>	Comprehensive medical coverage that includes physician services, hospitalization, and prescription drugs. Choose between a HMO and HDHP/HSA.	Employees 0.5 FTE or greater	First of the month following date of employment	Mercy & Employee															
<b>Dental Insurance</b>	Comprehensive dental coverage that includes preventative, routine, and major care/services.	Employees 0.5 FTE or greater	First of the month following date of employment	Mercy & Employee															
<b>Vision Insurance</b>	Comprehensive vision coverage that includes exam, prescription glasses, and contact lenses. Choose from the Base or Premier Plan.	Employees 0.5 FTE or greater	First of the month following date of employment	Employee															
<b>Health Care Flex Spending Account</b>	Opportunity to make pre-tax elections for qualifying out-of-pocket medical, dental, and vision expenses.	Employees 0.5 FTE or greater	First of the month following date of employment	Employee															
<b>Dependent Care Spending Account</b>	Opportunity to make pre-tax elections for qualifying out-of-pocket dependent care expenses.	Employees 0.5 FTE or greater	First of the month following date of employment	Employee															
<b>Short-Term Disability</b>	Partial income protection of monthly earnings for disability after elimination period. Pays 60% of salary to a max of \$1,500 per week.	Employees 0.5 FTE or greater	First of the month following date of employment	Employee															
<b>Long-Term Disability</b>	Partial income protection of monthly earnings for disability after 90-day elimination period.	Employees 0.9 FTE or greater	First of the month following one year of employment	Mercy															
<b>Group Life/ADD Insurance</b>	Term life insurance of two-and-a half times annual salary to a maximum of \$250,000.	Employees 0.5 FTE or greater	First of the month following date of employment	Mercy															
<b>Optional Life/AD&amp;D Insurance</b>	Optional life insurance for employee, spouse, and dependents.	Employees 0.5 FTE or greater	First of the month following date of employment	Employee															
<b>403(b)</b>	Opportunity to make pre-tax contributions toward a tax-deferred retirement plan.	All Employees	Upon hire date	Employee															
<b>403(b) Roth</b>	Opportunity to make after-tax contributions toward a tax-deferred retirement plan.	All Employees	Upon hire date	Employee															
<b>401(a) Match Contribution</b>	Mercy will match 50% on the first 5% an Employee contributes to the 403(b) and/or 403(b) Roth Plans.	All Employees age 18 and older	Will begin with employee contributions. 3 year vesting	Mercy															
<b>401(a) Hospital Base Contribution</b>	Mercy will make an annual discretionary contribution. Currently equal to 3% of salary in the plan year.	All employees age 18 and older	After one year of service and 1,000 hours in each plan year. 5 year vesting	Mercy															
<b>Paid Time Off (PTO)</b>	<p>Paid time off for vacations, holidays, personal days, and sick days.</p> <table style="margin-left: 40px; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Credited Service Hours</th> <th style="text-align: left;">Accrual Rate/hour</th> <th style="text-align: left;">Days per Year</th> </tr> </thead> <tbody> <tr> <td>0-9,999</td> <td>.1</td> <td>26</td> </tr> <tr> <td>10,000-13,999</td> <td>.1038</td> <td>27</td> </tr> <tr> <td>14,000-21,999</td> <td>.1115</td> <td>29</td> </tr> <tr> <td>22,000+</td> <td>.1346</td> <td>35</td> </tr> </tbody> </table>	Credited Service Hours	Accrual Rate/hour	Days per Year	0-9,999	.1	26	10,000-13,999	.1038	27	14,000-21,999	.1115	29	22,000+	.1346	35	Employees 0.5 FTE or greater	Accrual begins upon hire date.	Mercy
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<b>Benefit</b>	<b>Description</b>	<b>Who is Eligible</b>	<b>When Eligible</b>	<b>Who Pays</b>
<b>Paid Parental Leave</b>	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
<b>Employee Pharmacy</b>	Access to prescription and over-the-counter medications at a significant savings	All Employee	Upon hire date	Employee
<b>Employee Health Center</b>	Exceptional medical care for employees and their dependents, in a state-of-the-art facility. Mon-Thurs 7am-7pm Fri 7am-5pm	All Employees	Upon hire date	Employee
<b>Adoption Assistance</b>	The Adoption Assistance Program will provide eligible employees with financial assistance for adoption expenses.	All employee 0.5 FTE or greater	After one year of service	Mercy
<b>REAch</b>	Bonus program for non-clinical positions.	Employees 0.5 FTE or greater	In current position for at least one year	Mercy
<b>Watts Medical Library</b>	Medical research assistance and article delivery. Books, movies, and much more available with your Metro Library Card.	All Employees	Upon hire date	n/a
<b>Continuing Ed Hours</b>	RNs are eligible for a pro-rated amount equal to their FTE times 8 hours, per calendar year.	Employees 0.5 FTE or greater	Upon hire date	Mercy
<b>Continuing Ed Expenses</b>	Eligible professional/technical expenses may be paid up to \$200 per calendar year.	Employees 0.5 FTE or greater	Upon hire date	Mercy
<b>Tuition Reimbursement</b>	Program reimburses up to \$3,000 for .9+FTE employees and up to \$2,000 for .5-.8 FTE employees per calendar year.	Employees 0.5 FTE or greater	After 1,000 hours of service	Mercy
<b>Scholarships</b>	Scholarships are available to help our employees earn a degree in a field related to their work for Mercy.	Refer to the specific scholarship program.	Refer to the specific scholarship program.	Mercy
<b>Employee Assistance Program</b>	Eight free counseling sessions per fiscal year for employees and each immediate family member.	All Employees	Upon hire date	Mercy
<b>Jury Duty</b>	Paid jury duty time when called to serve.	All Employees	Upon hire date	Mercy
<b>Bereavement Leave</b>	Paid time off for the death of a close family member.	All Employees	Upon hire date	Mercy
<b>Preventative Services</b>	The uninsured balance of the hospital fee for screening or diagnostic mammography and pap smears is waived for employees and spouses.	All Employees	Upon hire date	Mercy
<b>Immunizations</b>	Tetanus boosters, Hepatitis B vaccines, and flu vaccines are available at no cost to our employees.	All Employees	Upon hire date	Mercy
<b>Baggot Street Bistro</b>	Discounted food and beverages.	All Employees	Upon hire date	Employee
<b>Fitness Area</b>	Free access to fitness area located on the ground floor at Mercy.	All Employees	Upon hire date	Mercy
<b>YMCA-Metro Area</b>	Membership discount for employees and dependents.	All Employees	Upon hire date	Employee
<b>Free Parking</b>	Ample and conveniently located.	All Employees	Immediately	Mercy

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

*This information represents an overview of the Mercy Medical Center Benefit Plans. The master plan document for these benefits give full information and dictate the benefits provided.*

*Effective 1/1/23.*