



2023 Hourly/Non-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 | | | | | | | | | | | | | | | |
|---|--|--------------------------------|---|------------------|---------|-------|----|---------------|----|----|---------------|-------|----|---------|-------|----|------------------------------|--------------------------------|-------|
| Medical Insurance | Comprehensive medical coverage that includes physician services, hospitalization, and prescription drugs. Choose between our HMO and HDHP/HSA. | Employees 0.5 FTE or greater | First of the month following date of employment | Mercy & Employee | | | | | | | | | | | | | | | |
| Dental Insurance | 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 | | | | | | | | | | | | | | | |
| Vision Insurance | 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 | | | | | | | | | | | | | | | |
| Medical Flex Spending Account | 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 | | | | | | | | | | | | | | | |
| Dependent Care Flex Spending Account | 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 | | | | | | | | | | | | | | | |
| Short-Term Disability | 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 | | | | | | | | | | | | | | | |
| Long-Term Disability | 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 | | | | | | | | | | | | | | | |
| Group Life/ADD Insurance | 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 | | | | | | | | | | | | | | | |
| Optional Life/AD&D Insurance | Optional life insurance for employee, spouse, and dependents. | Employees 0.5 FTE or greater | First of the month following date of employment | Employee | | | | | | | | | | | | | | | |
| 403(b) | Opportunity to make pre-tax contributions toward a tax-deferred retirement plan. | All Employees | Upon hire date | Employee | | | | | | | | | | | | | | | |
| 403(b) Roth | Opportunity to make after-tax contributions toward a tax-deferred retirement plan. | All Employees | Upon hire date | Employee | | | | | | | | | | | | | | | |
| 401(a) Match Contribution | 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 | | | | | | | | | | | | | | | |
| 401(a) Hospital Base Contribution | 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 | | | | | | | | | | | | | | | |
| Paid Time Off (PTO) | <p>Paid time off for vacations, holidays, personal days, and sick days.</p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th>Credited Service Hours</th> <th>Accrual Rate/hour</th> <th>Days per Year</th> </tr> </thead> <tbody> <tr> <td>0-9,999</td> <td>.0885</td> <td>23</td> </tr> <tr> <td>10,000-13,999</td> <td>.1</td> <td>26</td> </tr> <tr> <td>14,000-21,999</td> <td>.1077</td> <td>28</td> </tr> <tr> <td>22,000+</td> <td>.1308</td> <td>34</td> </tr> </tbody> </table> | Credited Service Hours | Accrual Rate/hour | Days per Year | 0-9,999 | .0885 | 23 | 10,000-13,999 | .1 | 26 | 14,000-21,999 | .1077 | 28 | 22,000+ | .1308 | 34 | Employees 0.5 FTE or greater | Accrual begins upon hire date. | Mercy |
| Credited Service Hours | Accrual Rate/hour | Days per Year | | | | | | | | | | | | | | | | | |
| 0-9,999 | .0885 | 23 | | | | | | | | | | | | | | | | | |
| 10,000-13,999 | .1 | 26 | | | | | | | | | | | | | | | | | |
| 14,000-21,999 | .1077 | 28 | | | | | | | | | | | | | | | | | |
| 22,000+ | .1308 | 34 | | | | | | | | | | | | | | | | | |

| Benefit | Description | Who is Eligible | When Eligible | Who Pays |
|------------------------------------|--|--|--|----------|
| 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 |
| Employee Pharmacy | Access to prescription and over-the-counter medications at a significant savings | All Employees | Upon hire date | Employee |
| Adoption Assistance | The Adoption Assistance Program will provide eligible employees with financial assistance for adoption expenses. | Employees 0.5 FTE or greater | After one year of service | Mercy |
| Employee Health Center | 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 |
| Mercy CARE Clinical Ladder | A voluntary recognition program designed to reward registered nurses involved in direct care throughout the continuum. | Registered Nurses | After 90 days of employment. See policy for further details. | Mercy |
| REAch | Bonus program for non-clinical positions. | Employees 0.5 FTE or greater | In current position for at least one year. | Mercy |
| Watts Medical Library | Medical research assistance and article delivery. Books, movies, and much more available with your Metro Library Card. | All Employees | Upon hire date | n/a |
| Continuing Ed Hours | 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 |
| Continuing Ed Expenses | Eligible professional/technical expenses may be paid up to \$200 per calendar year. | Employees 0.5 FTE or greater | Upon hire date | Mercy |
| Tuition Reimbursement | 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 |
| Scholarships | 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 |
| Employee Assistance Program | Eight free counseling sessions per fiscal year for employees and each immediate family member. | All Employees | Upon hire date | Mercy |
| Jury Duty | Paid jury duty time when called to serve. | All Employees | Upon hire date | Mercy |
| Bereavement Leave | Paid time off for the death of a close family member. | All Employees | Upon hire date | Mercy |
| Preventative Services | 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 |
| Immunizations | Tetanus boosters, Hepatitis B vaccines, and flu vaccines are available at no cost to our employees. | All Employees | Upon hire date | Mercy |
| Baggot Street Bistro | Discounted food and beverages. | All Employees | Upon hire date | Employee |
| Fitness Area | Free access to fitness area located on the ground floor at Mercy. | All Employees | Upon hire date | Mercy |
| YMCA-Metro Area | Membership discount for employees and dependents. | All Employees | Upon hire date | Employee |
| Free Parking | 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

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