



2023 Advanced Practice Provider 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 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/AD&D 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) Exempt employees	<p>Paid time off for vacations, holidays, personal days, and sick days.</p> <table border="1" style="margin-left: 20px;"> <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>.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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Benefit	Description	Who is Eligible	When Eligible	Who Pays
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. Monday-Thursday 7am-7pm Friday 7am – 5 pm	All Employees	Upon hire date	Employee
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 \$2500 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, Benefits Specialist 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.