



2023 Physician Benefits Summary

Mercy Medical Center recognizes our physicians as valuable resources, and we offer a comprehensive benefits program to all eligible physicians and their dependents. This program is an important part of our total compensation package designed to attract and retain physicians who will provide high quality, patient-centered health care.

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.	Physicians 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.	Physicians 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.	Physicians 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.	Physicians 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.	Physicians 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 for full-time and 30-day elimination period for part-time. Pays 60% of salary, max of \$1,500 per week.	Physicians 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.	Physicians 0.9 FTE or greater	First of the month following date of employment	Mercy
Group Life/AD&D Insurance	Term life insurance of two and a half times annual salary to a maximum of \$500,000.	Physicians 0.5 FTE or greater	First of the month following date of employment	Mercy
Optional Life/AD&D Insurance	Optional life insurance for physician, spouse, and dependents.	Physicians 0.5 FTE or greater	First of the month following date of employment	Employee
Malpractice Insurance	Provides claims-based professional liability insurance coverage.	All physicians	Upon hire date	Mercy
403(b)	Opportunity to make pre-tax contributions toward a tax-deferred retirement plan. Subject to IRS cap.	All physicians	Upon hire date	Employee
403(b) Roth	Opportunity to make after-tax contributions toward a tax-deferred retirement plan. Subject to IRS cap. Vested immediately.	All physicians	Upon hire date	Employee
401(a) Match Contribution	Mercy will match 50% on the first 5% a physician contributes to the 403(b) and/or 403(b) Roth Plans. Subject to IRS cap.	All physicians	Will begin with physician 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. Subject to IRS cap.	All physicians	After one year of service & 1,000 hours in each plan year. 5 year vesting	Mercy
457(b)	Opportunity to make pre-tax contributions toward a deferred compensation plan. Subject to IRS cap.	Physicians at an annual salary of \$150,000 or greater.	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, sick days and CMEs.</p> <table border="1"> <thead> <tr> <th>Status</th> <th>Year 1</th> <th>Years 2+</th> </tr> </thead> <tbody> <tr> <td>.8-1.0 FTE</td> <td>216 hours</td> <td>256 hours</td> </tr> <tr> <td>.5-.7 FTE</td> <td>151 hours</td> <td>179 hours</td> </tr> </tbody> </table>	Status	Year 1	Years 2+	.8-1.0 FTE	216 hours	256 hours	.5-.7 FTE	151 hours	179 hours	Physicians 0.5 FTE or greater	Upon hire date	Mercy
Status	Year 1	Years 2+											
.8-1.0 FTE	216 hours	256 hours											
.5-.7 FTE	151 hours	179 hours											
Employee Pharmacy	Access to prescription and over the counter medications at a significant savings.	All physicians	Upon hire date	Employee									
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 physicians	Upon hire date	Employee									
Adoption Assistance	The Adoption Assistance Program will provide eligible employees with financial assistance for adoption expenses.	All physicians 0.5 FTE or greater	After one year of service	Mercy									
Watts Medical Library	Medical research assistance and article delivery. Books, movies, and much more available with your Metro Library Card.	All Physicians	Upon hire date	n/a									
CME & Professional Memberships	Allowance for physician CME, medical professional membership dues, and license fees (including hospital membership dues, AMA membership dues, and DEA membership dues), and other specialty societies. <i>(Amount of CME/Professional Memberships is listed in Employment Agreement.)</i>	Physicians 0.5 FTE or greater	Upon hire date	Mercy									
Employee Assistance Program	Eight free counseling sessions per calendar year for physicians and each immediate family member.	All physicians	Upon hire date	Mercy									
Jury Duty	Paid jury duty time when called to serve.	All physicians	Upon hire date	Mercy									
Bereavement Leave	Paid time off for the death of a close family member.	Physicians 0.5 FTE or greater	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 physicians	Upon hire date	Mercy									
Immunizations	Tetanus boosters, Hepatitis B vaccines, and flu vaccines are available at no cost to our employees.	All physicians	Upon hire date	Mercy									
Baggot Street Bistro	Discounted food and beverages.	All physicians	Upon hire date	Employee									
Fitness Area	Free access to fitness area located on the ground floor at Mercy.	All physicians	Upon hire date	Mercy									
YMCA-Metro Area	Membership discount for employees and dependents.	All physicians	Upon hire date	Employee									
Free Parking	Ample and conveniently located.	All physicians	Immediately	Mercy									



For more information, contact Sandy Collins - Benefits Specialist at (319) 398-6605.
This information represents an overview of the Mercy Medical Center Physician Benefit Plans. The master plan document for these benefits give full information and dictate the benefits provided. Effective 1/1/23.