



2021 Employee Benefits Summary

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.	Employees 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.	Employees 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.	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 weekly earnings for disability after elimination period. Pays 60% of salary, 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. Pays 60% of salary to a max of \$7,500 per month.	Employees 0.85 FTE or greater	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 \$250,000.	Employees 0.5 FTE or greater	First of the month following date of employment	MercyCare																
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																
401(k)	Opportunity to make pre-tax contributions toward a tax-deferred retirement plan. Subject to IRS cap.	All Employees	Upon hire date	Employee																
401(k) Roth	Opportunity to make after-tax contributions toward a tax-deferred retirement plan. Subject to IRS cap.	All Employees	Upon hire date	Employee																
401(k) Match Contribution	MercyCare will match 60% on the first 5% an employee contributes to the 401(k) and/or 401(k) Roth Plans. Subject to IRS cap.	All Employees	Will begin with employee contributions. 3-year vesting	MercyCare																
Paid Time Off (PTO)	Paid time off for vacations, holidays, personal days, and sick days.	Employees 0.5 FTE or greater	Accrual begins upon hire date. PTO can be used in the pay period after the first 90 calendar days following date of hire. Holiday hours will be paid if a holiday falls within the first 90 days of employment.	MercyCare																
Non-exempt employees	<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>.0885</td> <td>23</td> <td>276</td> </tr> <tr> <td>5-10 years</td> <td>.1077</td> <td>28</td> <td>336</td> </tr> <tr> <td>11+ years</td> <td>.1270</td> <td>33</td> <td>396</td> </tr> </tbody> </table>	Length of service	Accrual/ Hour	Days/ Year	Max Hours	< 5 years	.0885	23	276	5-10 years	.1077	28	336	11+ years	.1270	33	396			
Length of service	Accrual/ Hour	Days/ Year	Max Hours																	
< 5 years	.0885	23	276																	
5-10 years	.1077	28	336																	
11+ years	.1270	33	396																	

Benefit	Description	Who is Eligible	When Eligible	Who Pays																
Paid Time Off (PTO)	Paid time off for vacations, holidays, personal days, and sick days.	Employees 0.5 FTE or greater	Accrual begins upon hire date. PTO can be used in the pay period after the first 90 calendar days following date of hire. Holiday hours will be paid if a holiday falls within the first 90 days of employment.	MercyCare																
Exempt employees	<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>.1</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>11+ 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	.1	26	312	5-10 years	.1115	29	348	11+ years	.1346	35	420			
Length of service	Accrual/ Hour	Days/ Year	Max Hours																	
< 5 years	.1	26	312																	
5-10 years	.1115	29	348																	
11+ years	.1346	35	420																	
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 employee’s PTO accrual.	Employees 0.5 FTE or greater	Upon hire date	MercyCare																
Employee Health Center	Exceptional medical care for Employees and their dependents.	All Employees	Upon hire date	MercyCare																
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	MercyCare																
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.																	
REAch	Bonus program for non-clinical positions.	Employees 0.5 FTE or greater	After 6 months of employment	MercyCare																
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	Employees are eligible for a pro-rated amount equal to their FTE times 8 hours, per calendar year.	All employees (except PRN and temporary employees)	Upon hire date	MercyCare																
Continuing Ed Expenses	Eligible professional/technical expenses may be paid up to \$200 per calendar year.	All employees (except PRN and temporary employees)	Upon hire date	MercyCare																
Tuition Reimbursement	Program reimburses up to \$3,000 for full-time 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	MercyCare																
Scholarships	Scholarships are available to help our employees earn a degree in a field related to their work for MercyCare.	Refer to the specific scholarship program	Refer to the specific scholarship program.	MercyCare																
Employee Assistance Program	Eight free counseling sessions per fiscal year for Employees and each immediate family member.	All Employees	Upon hire date	MercyCare																
Jury Duty Pay	Paid jury duty time when called to serve.	All Employees	Upon hire date	MercyCare																
Bereavement Leave	Paid time off for the death of an immediate family member.	All Employees	Upon hire date	MercyCare																
Immunizations	Vaccines will be reviewed/given upon hire and throughout employment, as needed.	All Employees	Upon hire and throughout employment	MercyCare																
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 Medical Center.	All Employees	Upon hire date	MercyCare																
YMCA-Metro Area	Membership discount for Employees and dependents.	All Employees	Upon hire date	Employee																
Free Parking	Ample and conveniently located.	All Employees	Immediately	MercyCare																



For more information, contact Mychelle Perkins - Benefits Specialist 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 1/1/21.