

EMPLOYEE BENEFITS HIGHLIGHTS

IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM (IPERS)

- Employee contribution 6.29% of salary (effective as of 07/01/2018)
- Hospital contribution 9.44% of employee's salary (effective as of 07/01/2018)

GROUP HEALTH INSURANCE* (Wellmark Blue Cross and Blue Shield)

- Health Insurance available to all qualified full time and part time employees
- Hospital and employee each pay a portion of the insurance premium
- Single, employee/spouse, employee/child(ren) and family plans are available

GROUP DENTAL INSURANCE* (Delta Dental)

- Dental insurance available to all qualified full time and part time employees
- Single and family plans are available

PRE-TAX PREMIUMS* (Section 125)

- Group Health and Dental Insurance premiums are provided on a pre-income tax basis under Section 125 of the tax code.

GROUP LIFE INSURANCE* (THE HARTFORD)

- Hospital provides life insurance at one times annual salary (maximum \$50,000) for all qualified full-time and part-time employees / hospital paid.
- Supplemental life insurance is available to qualified employees, spouses and dependent children /paid by employee.

LONG TERM DISABILITY INSURANCE* (THE HARTFORD)

- Hospital provides plan which pays up to 60% of monthly earnings (up to \$7,500 per month) upon medical qualification to all qualified full-time and part-time employees. Application for benefits is made 90 days following illness or injury.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- Six sessions per fiscal year provided by the hospital for mental health.
- Six sessions per fiscal year provided by the hospital for substance abuse.

FLEXIBLE SPENDING BENEFIT* (iSolved Benefit Services)

- Flexible spending benefit program offers pre-taxed Unreimbursed Medical Care and Dependent Care Spending Accounts to qualified full-time and part-time employees.

457b/401a DEFERRED COMPENSATION PLAN* (State of Iowa, Retirement Investors Club/Empower)

- Long term pre-tax savings and investment plan available to eligible employees. The hospital contributes a matching contribution to the employee based upon years of service – with a maximum match up to 4% of employee's gross compensation. New employees are matched at \$0.40 per dollar of employee contributions.

EDUCATIONAL HOURS*

- 16 hours per year for full-time employees; 8 hours per year for part-time employees

TUITION REIMBURSEMENT*

- Education/tuition assistance is reimbursed at 100% up to the caps outlined below, with a lifetime allowance of \$25,000 for each employee.

Educational Program	Reimbursement	Service Obligation
Professional certifications	\$1,500 annually	Must remain employed full-time for one year or part-time for two years following reimbursement.
Associates degree	\$3,000 annually	Must remain employed full-time for one year or part-time for two years following reimbursement.
Bachelors degree	\$5,000 annually	Must remain employed full-time for two years or part-time for three years following reimbursement.
Masters, doctoral, or post-masters degree	\$5,000 annually	Must remain employed full-time for two years following reimbursement.

PAID TIME OFF (PTO)*

- Provides paid time off for vacations, holidays, personal days, etc. Full-time and part-time employees accrue PTO based upon hours worked (i.e. for 0-5 years of employment, employees earn PTO at the rate of .09423 for each hour worked which equals 7.54 hours of PTO accrued for 80 hours of work). The accrual rate increases based upon the employee's number of years of service.

SHORT TERM DISABILITY*

- Provides short term disability income protection. Full-time and part-time employees accrue short term disability hours based upon hours worked (i.e. all employees earn short term disability hours at the rate of .02308 for each hour worked which equals 1.85 short term hours accrued for 80 hours of work). Max accrual for full time is 480 hours, for part time 240 hours.

HOLIDAY PAY

- Employees who work on the following holidays will receive 1 ½ times their regular wage for hours worked midnight to midnight: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

SHIFT DIFFERENTIAL/WEEKEND DIFFERENTIAL

- Shift differential is paid for hours worked between 3:00 pm and 7:00 am (must work more than 4 hours during the qualifying shift differential period):
 - 3:00 pm – 11:00 pm - \$4.00 per hour
 - 11:00 pm – 7:00 am - \$5.00 per hour

These differentials, when applicable, are paid in addition to the regular rate of pay.

- Weekend differential of \$2.00 per hour is paid to staff that work more than four hours between 6:45 pm Friday and 7:15 am Monday.

CAFETERIA BENEFIT TO EMPLOYEES

- The Cass Health cafeteria provides food to employees at a reduced price

DISCOUNT ON HOSPITAL & CLINIC SERVICES

- Employees receive a 15% discount (after insurance pays) on hospital and clinic services incurred after date of hire if the bill is paid in full within 30 days of statement billing date.

NISHNA VALLEY FAMILY YMCA / ANITA HEALTH & WELLNESS CENTER / ANYTIME FITNESS / 712 FITNESS /JAZZERCISE

- Employees are eligible for membership at the Nishna Valley YMCA in Atlantic, Anytime Fitness in Atlantic, the Health & Wellness Center in Anita or Jazzercise with Tara Beatty with the fee paid directly to the respective facility by the employee. The Nishna Valley YMCA & Anytime Fitness offer a discounted membership to qualified hospital employees.