



Mary Greeley Medical Center recognizes that excellence in providing care to our patients and their families requires excellence in the performance of our employees. Mary Greeley Medical Center offers market competitive pay and benefits designed to bring in and keep the best and brightest people who share this commitment to excellence. Mary Greeley provides a comprehensive package of benefit choices designed to promote and maintain good health, support overall financial security and promote personal and professional growth and development.

YOUR HEALTH AND WELLNESS

Plan	Coverage	Who Pays
Mary Greeley Medical Center Services	Employees may receive a discount on the remaining balance after personal insurance is applied for any services received at Mary Greeley Medical Center.	Mary Greeley Medical Center
Wellness Program	Our Wellness program offers a wide variety of options to help employees maintain a healthy lifestyle including online tools to educate and inspire employees on their wellness journeys.	Varies based on activity.

YOUR FINANCIAL FUTURE

Plan	Plan Description	Who Pays
IPERS	Mary Greeley Medical Center helps employees create peace of mind about their financial future through the IPERS retirement plan. PRN employees are automatically enrolled in IPERS when wages paid are \$1,000 or more in two consecutive quarters, or when an employee has worked 1,040 hours or more in a calendar year. IPERS deferral rates are set by the Iowa Legislative Branch. Employees are 100% vested in IPERS after 7 years of employment.	Employee 6.29% MGMC 9.44% (Protective Services have different rates.)
457(b) Retirement Plan	Employees may also defer up to the IRS yearly maximum funds into a qualified 457(b) plan available through ICMA-RC. The plan has a diverse group of investment choices and ROTH option.	Employee elects the deferral amount to be deducted from checks.

MAINTAINING YOUR WORK LIFE BALANCE

Program	Program Description
Holidays	The following 6 holidays are observed: New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas day. If you work a holiday, you receive time and a half.

Work Life Balance Continued	Program Description	
Employee Assistance Program (EAP)	The Employee Assistance Program is available to employees as well as their spouses and dependent children. This program provides confidential assessment, counseling services and referrals if necessary.	No Cost to Employee

YOUR PERSONAL AND PROFESSIONAL GROWTH & DEVELOPMENT

Program	Program Description	
Learning and Development Opportunities	Mary Greeley Medical Center is committed to maintaining a culture of continuous learning. We offer a wide range of learning and development opportunities, including internal curricula for leaders and employees, industry training, continuing education support, and more.	
Staff Development Fund	Provides funds to support the cost of job-related certification and recertification exams, courses, or training to obtain new knowledge or skills that will be mutually beneficial to the employee and MGMC. Through the support of the MGMC foundation, MGMC will reimburse employees up to \$500.00 for the cost of exams/courses/training.	
Fitness Center Membership Supplement Program	Employees who enroll in MGMC Fitness Center Membership Supplement program are eligible to receive up to \$9.50 per month in reimbursement if they use the fitness facility a minimum of eight times per month.	

ADDITIONAL PROGRAMS AND BENEFITS

Program	Program Description	
Daily Improvements - KaiNexus	The Daily Improvement program is part of our ongoing commitment to continuous improvement and providing the best patient care. It is an employee driven effort in which all MGMC staff may submit ideas for sustainable continuous improvements via a web-based platform called KaiNexus. When employees see a problem, an opportunity for improvement or have ideas that can be implemented they may submit them through this program and then leaders quickly respond and help with the idea submissions. The KaiNexus program provides every employee an equal opportunity to participate in daily staff driven improvement.	
Recruitment Referral Incentive	MGMC offers a \$500.00 referral bonus to employees who refer an applicant that is hired for any open position that is posted outside the organization. The referring employee must submit a candidate referral form. The applicant that the employee is referring must also reference the employees name on their application.	
Mass Transit (Cy-Ride)	Available upon employment, reimbursement for the cost of employee's monthly Cy-Ride bus pass.	
Cellular Provider Discounts	Several cellular phone providers provide discounts to MGMC employees including Verizon Wire, Sprint, US Cellular, and AT&T. Discounts may vary depending on providers and should be contacted directly for details.	

This summary provides an overview of the complete benefits program at Mary Greeley Medical Center. Mary Greeley pays the entire cost of some benefits; others require a level of employee cost-sharing and some are paid entirely by the employee. To the extent feasible, certain benefits are provided on a tax-favored basis. Upon beginning employment with Mary Greeley employees receive full plan documents for each of the various benefit programs available.

Summary of Benefits Disclaimer: This benefit summary highlights key features of the Mary Greeley Medical Center benefits program and does not include all plan rules and details. The terms of your benefit plans are governed by legal documents and policies. Should there be any inconsistencies between this summary and the legal plan documents/policies, the plan documents/policies are the final authority. Mary Greeley Medical Center reserves the right to change or discontinue its benefit plans at any time without prior advance notice.