



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**

Health and Wellness Plans	Coverage	Who Pays
<b>Mary Greeley Medical Center Services</b>	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

**YOUR FINANCIAL FUTURE**

Plan	Plan Description	Who Pays						
<b>IPERS</b>	Mary Greeley Medical Center helps employees create peace of mind about their financial future through the IPERS retirement plan. Employees are automatically enrolled in IPERS upon employment and before tax salary deferrals begin with employee’s first check. IPERS deferral rates are set by the Iowa Legislative Branch. Employees are 100% vested in IPERS after 7 years of employment.	<table border="0"> <tr> <td>Employee</td> <td>6.29%</td> </tr> <tr> <td>MGMC</td> <td>9.44%</td> </tr> <tr> <td colspan="2">(Protective Services have different rates.)</td> </tr> </table>	Employee	6.29%	MGMC	9.44%	(Protective Services have different rates.)	
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<b>457(b) Retirement Plan</b>	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

Plan	Program Description																																													
<b>Paid Time Off Program</b>	<p>Paid time off to be used for vacation, holidays, illness, or any other time needed off. PTO is earned at the rates indicated below. PTO time must be requested in advance and is subject to management approval to ensure proper staffing levels are maintained. PTO may be accessed following successful completion of a 90-day introductory period.</p> <p>(Days and Hours per year calculated using a 40 hour work week)</p> <table border="1"> <thead> <tr> <th>Years of Service</th> <th>Days/Year</th> <th>Hours/Year</th> <th>Accrual/Hour</th> <th>Maximum Hours</th> </tr> </thead> <tbody> <tr> <td>0-4</td> <td>23</td> <td>184</td> <td>0.088</td> <td>420</td> </tr> <tr> <td>5-9</td> <td>28</td> <td>224</td> <td>0.107</td> <td>420</td> </tr> <tr> <td>10</td> <td>29</td> <td>232</td> <td>0.111</td> <td>420</td> </tr> <tr> <td>11</td> <td>30</td> <td>240</td> <td>0.115</td> <td>420</td> </tr> <tr> <td>12</td> <td>31</td> <td>248</td> <td>0.119</td> <td>420</td> </tr> <tr> <td>13</td> <td>32</td> <td>256</td> <td>0.123</td> <td>420</td> </tr> <tr> <td>14-19</td> <td>33</td> <td>264</td> <td>0.126</td> <td>420</td> </tr> <tr> <td>20+</td> <td>34</td> <td>272</td> <td>0.130</td> <td>480</td> </tr> </tbody> </table>	Years of Service	Days/Year	Hours/Year	Accrual/Hour	Maximum Hours	0-4	23	184	0.088	420	5-9	28	224	0.107	420	10	29	232	0.111	420	11	30	240	0.115	420	12	31	248	0.119	420	13	32	256	0.123	420	14-19	33	264	0.126	420	20+	34	272	0.130	480
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<b>Holidays</b>	<p>The following 6 holidays are observed: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving day, and Christmas day. Holiday time is included in the PTO accrual rates. If you work a holiday you receive time and a half.</p>																																													
<b>Additional Paid Absences</b>	<p>Paid Absence for duration of Jury Duty and up to 30 days per calendar year for Military Leave.</p>																																													
<b>Employee Assistance Program (EAP)</b>	<p>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.</p> <p>No Cost to Employee</p>																																													

## YOUR PERSONAL AND PROFESSIONAL GROWTH & DEVELOPMENT

Plan	Program Description
<b>Learning and Development Opportunities</b>	<p>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.</p>
<b>Staff Development Fund</b>	<p>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.</p>
<b>Fitness Center Membership Supplement Program</b>	<p>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.</p>

## ADDITIONAL PROGRAMS AND BENEFITS

Plan	Program Description
<b>Daily Improvements - KaiNexus</b>	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.
<b>Recruitment Referral Incentive</b>	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.
<b>Mass Transit (Cy-Ride)</b>	Available upon employment, reimbursement for the cost of employee's monthly Cy-Ride bus pass.
<b>Cellular Provider Discounts</b>	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.
<b>Pet Insurance</b>	Pet Protection insurance is available for purchase at group rates by employees for their pets.

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.