

BENEFITS

Winneshiek Medical Center realizes employees are our most valuable resource. A comprehensive benefit program is offered to eligible employees and their dependents. This benefits program is an important part of the total compensation package.

Benefit	Description	Eligible Employees	When Eligible	Who Pays
Health Insurance	Comprehensive medical coverage including physician services, hospitalization, and prescriptions.	Full and Part-time (.5FTE or greater)	Effective 1st of month following employment	WMC & You
Dental & Vision Insurance	Comprehensive dental coverage including preventive, basic, and major services. The plan also includes orthodontic coverage and a routine eye exam each year.	Full and Part-time (.5FTE or greater)	Effective 1st of month following employment	WMC & You
Term Life Insurance	Value of one times annual salary rounded up to the next \$1,000 provided in term life insurance.	Full and Part-time (.5FTE or greater)	Effective 1st of month following employment	WMC
Optional Life Insurance	Option to purchase additional life insurance on self, spouse and children.	Full and Part-time (.5FTE or greater)	Immediately	You
Long Term Disability	Income protection of 60% of monthly salary provided for disability after 90 day waiting period.	Full time (.8 FTE or greater)	Effective 1st of month following employment	WMC
Short Term Disability	Provides financial assistance, after a designated wait period, for eligible staff missing work for an extended amount of time due to their own illness, injury, or pregnancy.	Full time (.5 FTE or greater)	After 1 year of employment	WMC
Pension	IPERS (Iowa Public Employees' Retirement System) Shared contribution between employee and employer. Percentage of salary defined by IPERS and subject to change. Vested after seven years of service.	All Employees	Immediately	WMC & You
Deferred Compensation Program 403(b)	Supplemental individual retirement savings on a tax deferred basis. Specified 403(b) companies available via payroll deduction.	All Employees	Immediately	You
Health Care Spending Account	Optional payroll deduction program for a pre-tax salary reduction account for qualifying out-of-pocket dental, medical, and vision expense.	Full and Part-time (.5FTE or greater)	Effective 1st of month following employment	You
Dependent Care Spending Account	Optional payroll deduction program for a pre-tax salary reduction account for qualifying out-of-pocket dependent care expenses.	Full and Part-time (.5FTE or greater)	Effective 1st of month following employment	You

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Tuition Assistance	Employees are encouraged to upgrade their knowledge in their respective fields through educational programs. Prior approval must be obtained through an application process.	Full and Part-time (.5FTE or greater)	After six months of employment	WMC
Employee Assistance Program	All employees, spouses, and dependent children are provided a toll-free phone resource and up to 3 counseling sessions at no cost. Also includes legal & financial counseling services. Additional information and resources available in Human Resources.	All Employees	Immediately	WMC
Employee Health Program	Hepatitis B vaccinations, and initial employment physical. Influenza shots, Tetanus Boosters, TB tests, Throat cultures.	All Employees	Immediately	WMC
Pharmacy	Over-the-counter medications at cost from WMC pharmacy	All Employees	Immediately	WMC
Compassionate Leave	Paid time off in event of death in immediate family. (See policy for specific number of hours allowed.)	Full and Part-time (.5FTE or greater)	Immediately	WMC
Jury Duty	Paid jury leave time will be provided to employees called to serve. Pay will not exceed normal regularly scheduled time.	Full and Part-time (.5FTE or greater)	Immediately	WMC
Workers' Compensation Coverage	If you become ill or injured due to work-related reasons, Workers' Compensation coverage provides payment of medical expenses. In some cases, payment may be made for missed time (in accordance with State guidelines.) All injuries or illnesses must be reported immediately.	All Employees	Immediately	WMC
Paid Time Off (Vacation/Holiday/Sick)	An accrual of paid time off which includes vacation, holiday and sick time. Begins to accrue immediately based on scheduled status. PTO is paid at 100% upon termination of employment.	Full and Part-time (.2 FTE or greater)	Immediately	WMC

	0-5 Years			6-8 Years			9-14 Years			15+ Years		
	<i>Hours per pay period</i>	<i>Total Annual Hours</i>	<i>Max Accrual</i>	<i>Hours per pay period</i>	<i>Total Annual Hours</i>	<i>Max Accrual</i>	<i>Hours per pay period</i>	<i>Total Annual Hours</i>	<i>Max Accrual</i>	<i>Hours per pay period</i>	<i>Total Annual Hours</i>	<i>Max Accrual</i>
1.0	7.231	188.0	376.0	8.770	228.0	456.0	10.308	268.0	536.0	10.924	284.0	568.0
0.9	6.508	169.2	338.4	7.893	205.2	410.4	9.277	241.2	482.4	9.832	255.6	511.2
0.8	5.785	150.4	300.8	7.016	182.4	364.8	8.246	214.4	428.8	8.739	227.2	454.4
0.7	5.062	131.6	263.2	6.139	159.6	319.2	7.216	187.6	375.2	7.647	198.8	397.6
0.6	4.339	112.8	225.6	5.262	136.8	273.6	6.185	160.8	321.6	6.554	170.4	340.8
0.5	3.616	94.0	188.0	4.385	114.0	228.0	5.154	134.0	268.0	5.462	142.0	284.0
0.4	2.892	75.2	150.4	3.508	91.2	182.4	4.123	107.2	214.4	4.370	113.6	227.2
0.3	2.169	56.4	112.8	2.631	68.4	136.8	3.092	80.4	160.8	3.277	85.2	170.4
0.2	1.446	37.6	75.2	1.754	45.6	91.2	2.062	53.6	107.2	2.185	56.8	113.6

Additional benefits for all employees

Notary public services
 UPS shipping services
 Discount on cafeteria meals

Direct deposit of paycheck
 Malpractice insurance
 Recognition awards