

TAKING CARE OF OUR EMPLOYEES:

At Clarinda Regional Health Center we are always brainstorming new ways to engage our team members and make sure CRHC is the ideal place to work. We have great benefits and fun opportunities to volunteer or learn something new! Here is a few benefits you'll receive if you're on our team:

- **Health/Dental/Vision Insurance**
- **IPERS (Iowa Public Employee Retirement System)**
- **Paid Time Off (PTO)**
- **Flexible Spending**
- **Tuition Assistance**
- **Employee Assistance Program**
- **Short & Long Term Disability**
- **Life Insurance**
- **Employee Paystubs**
- **Roth IRA**
- **Wellness programs**
- **Lunch & Learn Activities**
- **Eight (8) hours paid volunteer time (yearly)**
- **Tickets at Work benefit**

HOLIDAYS:

CRHC recognizes the following holidays that employees can use PTO for: New Years, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving, Employee Appreciation Day (Black Friday) and Christmas.

DISCOUNTS:

Employees get discounted rates on memberships for community facilities like the Lied Center, Clarinda County Club, & Body Solutions. They also receive discounted meals from CRHC's cafeteria and personal training or group fitness from our Wellness Specialists!

CRHC HR TEAM:



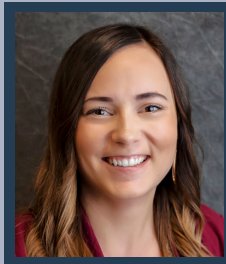
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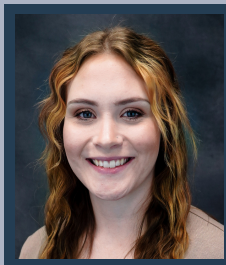
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Follow CRHC on Social Media!



ADVANCING EXCEPTIONAL CARE



EMPLOYEE BENEFITS

PAID TIME OFF (PTO):

PTO is available and can be used by all full and part time staff. All PTO must be pre-approved by the employee's manager or direct report and will be dependent on other leave requested in the department as well as the department workload. Employees must use accrued PTO for all requested time off, including illness, vacation, personal days and holidays. A fourteen (14) day prior notice of time off is expected unless approved by management.

Employees scheduled to work sixty-four (64) or eighty (80) hours per pay period, are expected to work their scheduled number of hours. If they choose to work less than their scheduled number of hours, they will be required to use PTO time to make up the difference.

Years of service	Hours per pay period	Days accrued annually**
0-5 years	7.5 hours	24.4 Days
5-10 years	8.62 hours	28 Days
10-15 years	9.5 hours	30.9 Days
15-20 years	10.5 hours	34.1 Days
20-25 years	11.5 hours	37.4 Days
25-30 years	12.5 hours	40.6 Days
30+ years	13.5 hours	43.9 Days

** Example based on an 80 hour pay period

EMPLOYEE ASSISTANCE PROGRAM (EAP):

EAP is a confidential, prepaid by your employer, results-oriented service with resources designed to address everyday problems. These resources include:

- **Assessment and referrals**
- **Sessions with a qualified mental health professional**
- **Unlimited child care**
- **Elder care**
- **Pet care referrals**
- **Unlimited telephonic financial & legal assistance**
- **Identity theft resources**
- **Education & scholarship referrals**
- **Enhanced consultation**
- **Referrals & resources for personal services**
- **and more!**

IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM (IPERS):

Contribution rates are set by the State of Iowa, currently the employee contribution is 6.29% of the salary and the employer's portion is 9.44%. If a person remains with an IPERS covered facility for a total of seven (7) years, they are considered vested and are eligible to receive the portion of contribution by the employer as well as themselves upon retirement or resignation. If they leave prior to becoming vested, they would only receive their contribution amount upon retirement or resignation.

HEALTH, DENTAL & VISION INSURANCE:

HEALTH INSURANCE:

Our health insurer is Wellmark Blue Cross/Blue Shield. We offer a \$2,000 deductible or a \$2,500 deductible which has a Health Savings Plan associated with it.

If your medical services are done at CRHC and you receive a bill and pay it off within 30 days you will receive a discount off your total amount due (Discount isn't available with HSA plan). You can opt out of receiving health insurance, if preferred.

DENTAL INSURANCE

is offered for a small monthly fee through Delta Dental. You can opt out of dental insurance coverage, if preferred.

VISION INSURANCE

is offered for a small monthly fee through Avesis. You can opt out of vision insurance coverage, if preferred.

LIFE INSURANCE:

Life Insurance at 1 times salary (up to \$100,00) is provided at no cost for full-time employees.

Coverage of \$10,000 for spouse and dependant child(ren) is provided at no cost for every full-time employee.

Other coverage may be purchased at the CRHC group rate for employees, spouses, and/or dependents.

DISABILITY INSURANCE:

Short and long term disability provided at no cost for full time employees available for use after 12 months of employment or 1250 hours reached.

Both coverages are 60% of the salary. PTO is used to supplement the disability if it is available.