

Waverly Health Center recognizes that our employees are the most valuable resource, and we offer a comprehensive benefits program to all eligible employees and dependents. This program is an important part of our total compensation package designed to attract and retain employees who will provide high quality, patient-centered health care.

Benefit	Description	Eligible Employees	When Eligible	Who Pays
<b>Health Insurance</b>	Comprehensive medical coverage that includes physician services, hospitalization, and prescription drugs.	Full and part-time (0.5 FTE or greater)	First of the month following thirty days of employment	WHC & Employee
<b>WHC Health Insurance Domestic Benefit</b>	This is part of your regular insurance plan that provides discounted rates for using services and pharmaceuticals billed under WHC	Full and part-time (0.5 FTE or greater)	First of the month following thirty days of employment	WHC & Employee
<b>Dental Insurance</b>	Comprehensive dental coverage that includes preventative, routine, and major care/services.	Full and part-time (0.5 FTE or greater)	First of the month following thirty days of employment	WHC & Employee
<b>Vision Insurance</b>	Comprehensive vision coverage that includes exam, prescription glasses, and contact lenses.	Full and part-time (0.5 FTE or greater)	First of the month following thirty days of employment	WHC & Employee
<b>Health Care Flex Spending Account</b>	Opportunity to make pre-tax elections for qualifying out-of-pocket medical, dental, and vision expenses.	Full and part-time (0.5 FTE or greater)	First of the month following thirty days of employment	Employee
<b>Dependent Care Spending Account</b>	Opportunity to make pre-tax elections for qualifying out-of-pocket dependent care expenses.	Full and part-time (0.5 FTE or greater)	First of the month following thirty days of employment	Employee
<b>Health Savings Account</b>	Opportunity to make pre-tax contributions to save money for future medical expenses. Favorable tax savings and interest earned.	Full and part-time (0.5 FTE or greater) enrolled in the HDHP	First of the month following thirty days of employment	Employee & WHC (\$32.50/ pay period, 1 <sup>st</sup> & 2 <sup>nd</sup> pay periods of the month)
<b>Group Long-Term Disability</b>	Income protection up to 50% of monthly earnings for disability after 90-day elimination, benefit period up to five years	Full and part-time (0.5 FTE or greater)	First of the month following thirty days of employment	WHC

<b>Group Life Insurance</b>	Term life insurance of one times annual salary.	Full and part-time (0.5 FTE or greater)	First of the month following thirty days of employment	WHC
<b>Voluntary Life Insurance</b>	Optional supplemental life insurance for employee, spouse, and dependents.	Full and part-time (0.5 FTE or greater)	First of the month following thirty days of employment	Employee
<b>AFLAC</b>	Supplemental insurance policies (Accident, Cancer, Disability, Specified Health, Sickness, and Hospital).	Full and part-time (0.5 FTE or greater)	First of the month following thirty days of employment	Employee
<b>IPERS</b>	Iowa Public Employees' Retirement System <ul style="list-style-type: none"> <li>• EE contributes 6.29% of earnings (6.61% for Paramedics and EMTs)</li> <li>• WHC contributes 9.44% of earnings (9.91% for Paramedics and EMTs)</li> </ul>	Full and part-time	Immediately	WHC & Employee
<b>457(b)</b>	Opportunity to make pre-tax and/or Roth contributions toward a deferred compensation plan.	Full and part-time (0.5 FTE or greater)	First of the month following thirty days of employment	Employee
<b>Employee Assistance Program</b>	Six free counseling sessions per calendar year for employees and each immediate family member.	All employees	Immediately	WHC
<b>Earned Time (PTO)</b>	Paid time off for vacations, holidays, personal days, and first eight hours of illnesses.	Full and part-time	Immediately	WHC
<b>Extended Illness (STD)</b>	Paid time off for employee illnesses beyond first eight hours.	Full and part-time	Immediately	WHC
<b>Jury Duty</b>	Paid jury duty time when serving.	All employees	Immediately	WHC
<b>Bereavement Leave</b>	Paid time off for the death of a family member/close relative.	Full and part-time	Immediately	WHC
<b>Wise &amp; Well Wellness Program</b>	Online program and guidance from WHC's employed health specialist.	All employees	Immediately	WHC
<b>Profile by Sanford</b>	Weight loss and health coaching program.	All employees	Immediately	Employee

**Education Benefits: see "Education Benefits" policy for details.**

<b>Tuition Reimbursement</b>	100% reimbursement (up to \$2000 per fiscal year) of tuition costs at an accredited post-secondary institution.	Full and part-time (0.5 FTE or greater)	Following six months of employment	WHC
<b>Certification Exams</b>	100% reimbursement of the cost of certification exams, as well as 100% reimbursement of preparatory costs up to 50% of the cost of exam. Requires approval by department Director	Full and part-time (0.5 FTE or greater)	Following six months of employment	WHC
<b>Tuition Debt Assistance</b>	Up to \$5000 tuition debt assistance for RN, LPN, MLT, MT, and ARRT. Up to \$3,000 for MA/CMA positions.	Full and part-time (0.5 FTE or greater)	Upon hire; applications for tuition debt assistance must be submitted within 3 months of hire or status change.	WHC
<b>WHC Discounts</b>				
<b>Allen College</b>	Allen College will provide WHC employees a 25% discount on selected programs	All employees	Immediately	Allen College
<b>Purdue Global University</b>	Kaplan University will provide WHC employees a 14% discount on all programs	All employees, spouses and dependents	Immediately	Purdue Global University
<b>Upper Iowa University</b>	UIU will provide WHC employees, spouses and dependents a 10% discount on all programs. Excluding the Fayette Campus	All employees, spouses and dependents	Immediately	Upper Iowa University
<b>Notary Services</b>	Contact the Administrative Coordinator or Administrative Assistant for no-cost services.	All employees	Immediately	WHC
<b>Pharmacy</b>	Discounted over-the-counter medications from Center Pharmacy.	All employees	Immediately	Employee
<b>WHC Spa</b>	Discounts on selected services and products	Full and part-time (0.5 FTE or greater)	Immediately	WHC