

Benefit	Description	Eligible Employees	When Eligible	Who Pays
<b>Health Insurance (Health Partners) HMO/PPO/HDHP</b>	Comprehensive medical coverage	Full-time 30+ hours weekly Part-time 20+ hours weekly	1 <sup>st</sup> of the month following 30 days of hire date	BCHC & Employee
<b>Dental Insurance (Delta Dental)</b>	Comprehensive dental coverage	Full-time 30+ hours weekly Part-time 20+ hours weekly	1 <sup>st</sup> of the month following 30 days of hire date	BCHC & Employee
<b>Vision Insurance (VSP)</b>	Comprehensive vision coverage	Full-time 30+ hours weekly Part-time 20+ hours weekly	1 <sup>st</sup> of the month following 30 days of hire date	BCHC & Employee
<b>Basic Life Insurance/AD&amp;D (Symetra)</b>	Core coverage	Full-time 30+ hours weekly Part-time 20+ hours weekly	1 <sup>st</sup> of the month following 30 days of hire date	BCHC
<b>Supplemental Life/AD&amp;D Insurance (Symetra)</b>	Comprehensive coverage	Full-time 30+ hours weekly Part-time 20+ hours weekly	1 <sup>st</sup> of the month following 30 days of hire date	Employee
<b>IPERS (Iowa Public Employees' Retirement System)</b>	Iowa Public Employees' Retirement System •EE contributes 5.95% of earnings •BCHC contributes 8.93% of earnings	All employees other than high school students.	Immediately	BCHC & Employee
<b>403(b)</b>	Hospital matches 25-40% of pre-tax contribution based on years of service	20+ hours weekly	1 <sup>st</sup> of the month following 90 days of hire date	BCHC & Employee
<b>Roth IRA</b>	Individual retirement account	Full-time 30+ hours weekly Part-time 20+ hours weekly	1 <sup>st</sup> of the month following 30 days of hire date	Employee
<b>Long Term Disability (Symetra)</b>	Core benefit	Full-time 30+ hours weekly Part-time 20+ hours weekly	1 <sup>st</sup> of the month following 30 days of hire date	BCHC

<b>PTO (Paid Time Off)</b>	<p>Paid time off for vacations, holidays, personal days, and first 24 hours of illness</p> <p>Accruals are based upon paid hours per year. Length of service determines the rate at which the employee will accrue PTO</p> <table border="1" data-bbox="508 447 902 642"> <thead> <tr> <th>Years of Service</th> <th>Accrual Rate/Hour</th> </tr> </thead> <tbody> <tr> <td>1 year</td> <td>0.08077</td> </tr> <tr> <td>2-4 years</td> <td>0.10000</td> </tr> <tr> <td>5-14 years</td> <td>0.11923</td> </tr> <tr> <td>15+ years</td> <td>0.13846</td> </tr> </tbody> </table>	Years of Service	Accrual Rate/Hour	1 year	0.08077	2-4 years	0.10000	5-14 years	0.11923	15+ years	0.13846	Employees with FTE status of 0.2 or greater	First pay period after completion of first 90 days	BCHC
Years of Service	Accrual Rate/Hour													
1 year	0.08077													
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<b>PTO Buy Back Option</b>	A minimum of 40 hours PTO may be bought back, not to exceed 80 hours. Minimum of 40 hours remaining at the time of request	Full-time 30+ hours weekly Part-time 16+ hours weekly	Once per fiscal year	BCHC										
<b>ESL (Extended Sick Leave)</b>	Paid time off for employee illnesses beyond 24 hours	Full-time 30+ hours weekly Part-time 20+ hours weekly	After first 90 days	BCHC										
<b>Worker's Compensation</b>	Insurance coverage for injury that happened while on the job	All employees	Immediately	BCHC										
<b>Bereavement Leave</b>	Paid time off for the death of a family member/close relative	Full-time 30+ hours weekly Part-time 16+ hours weekly	After 90 days of employment	BCHC										
<b>Wellness Program (Health 4U)</b>	Employee discount health insurance rate/reimbursement rate	All employees	Immediately	BCHC										
<b>Jury Duty</b>	Paid jury duty time when serving.	All employees	Immediately	BCHC										
<b>Tuition Reimbursement</b>	Tuition expenses reimbursed at \$3000 Full-time 30 + hours weekly \$1500 Part-time 20+ hours weekly	Full-time 30+ hours weekly Part-time 20+ hours weekly	1 year after hire	BCHC										
<b>Pharmacy</b>	Discounted OTC medications from BCHC Pharmacy	All employees	Immediately	BCHC & Employee										
<b>Wellness Center</b>	Discounted Wellness Center membership	All employees	Immediately	BCHC & Employee										