

## Leave

Benefits	Description	Eligibility
<b>Paid Time Off (PTO)</b> <i>Responsibility: BVRMC</i>	Accrue up to 21 days (or 168.48 hours) the first year of service (based on 40 hours per week). Additional days added based on years of service.	Regular part-time and full-time employees after 90 days of employment.
<b>PTO Transfer</b> <i>Responsibility: Employee</i>	Transfer of PTO between employees for use in emergency situations.	Regular part-time and full-time employees.
<b>Personal Leave</b> <i>Responsibility: Employee</i>	Leave of absence without pay.	Regular part-time and full-time employees after 90 days of employment.
<b>Family Medical Leave Act (FMLA)</b> <i>Responsibility: Employee</i>	Up to 12 weeks unpaid leave within any 12 month period for employee's own, child, spouse or parent's serious health condition or the birth, adoption or placement of child for foster care.	Employed by BVRMC at least one year and has worked 1,250 hours during 12 months prior to the requested leave.
<b>Compassionate Leave</b> <i>Responsibility: BVRMC</i>	Up to 24 hours with pay for death in employee's immediate family: family of origin, in-laws, grandparents, etc. Up to eight hours with pay (same requirements as above).	Regular part-time and full-time employees after 90 days of employment.
<b>Jury Duty</b> <i>Responsibility: BVRMC</i>	Receive wages for hours missed due to jury duty. Employee must turn in payment received for jury duty, excluding mileage, to Fiscal Services.	Regular part-time and full-time employees.
<b>Military Leave</b> <i>Responsibility: BVRMC</i>	Up to 30 calendar days with pay per year for those required to attend military summer camp or special training.	Regular part-time and full-time employees after 90 days of employment.

## Insurance

Benefits	Description	Eligibility
<b>Health Insurance</b> <i>Responsibility: BVRMC/Employee</i>	Choice of two hospitalization plans with major medical. Includes vision insurance and a prescription drug card.	Regular part-time and full-time employees. Begins first day of month after 30 days of employment.
<b>Dental Insurance</b> <i>Responsibility: Employee</i>	Choice of two dental plans.	Regular part-time and full-time employees. Begins first day of month after 30 days of employment.
<b>Life Insurance</b> <i>Responsibility: BVRMC</i>	Coverage equal to one times annual salary, rounded up to nearest thousand.	Regular full-time employees. Begins first day of month after 30 days of employment.
<b>Short Term Disability</b> <i>Responsibility: BVRMC</i>	Reimburse 70% of gross weekly wages on 8 <sup>th</sup> day of non-work related injury/illness up to 26 weeks.	Regular part-time and full-time employees after 90 days of employment.
<b>Long Term Disability</b> <i>Responsibility: Employee</i>	Reimburse 60% of gross weekly wages on the 181st day of non-work related injury/illness.	Regular part-time and full-time employees.
<b>AFLAC</b> <i>Responsibility: Employee</i>	Supplemental insurance for cancer, accident and intensive care.	Regular part-time and full-time employees.
<b>Worker's Compensation</b> <i>Responsibility: BVRMC</i>	Medical care and lost work time income for job related injury/illness in accordance with Iowa law.	All employees.

## Retirement Plan & Financial Security

Benefits	Description	Eligibility
<b>Retirement Plan</b> <i>Responsibility: BVRMC/Employee</i>	Iowa Public Employee Retirement System (IPERS). From date of hire, 6.29% of gross pay goes to IPERS account. Employer contributes 9.44%.	All employees.
<b>Cafeteria/Flex Plan</b> <i>Responsibility: BVRMC</i>	Payroll reduction savings plan with pre-tax dollars.	Regular part-time and full-time employees. Begins first day of month after 30 days of employment.
<b>Health Savings Account</b> <i>Responsibility: BVRMC</i>	Payroll reduction savings plan with pre-tax dollars.	Regular part-time and full-time employees. Begins first day of month after 30 days of employment.
<b>Deferred Compensation</b> <i>Responsibility: Employee</i>	Payroll reduction savings plan with deferred taxation.	Regular part-time and full-time employees.

## Employee Education

Benefits	Description	Eligibility
<b>Tuition Assistance Program (TAP)</b> <i>Responsibility: BVRMC</i>	Up to \$750 awarded per fiscal year for a health care related field. Up to \$1,500 per fiscal year for a health care related field.	Regular part-time employees. Regular full-time employees.
<b>BVU Tuition Discount</b> <i>Responsibility: BVU</i>	Discount for employees, spouses and dependent children.	Regular part-time and full-time employees.

## Wellness

Benefits	Description	Eligibility
<b>Fitness &amp; Health Center</b> <i>Responsibility: BVRMC/Employee</i>	Employee membership: FREE (only pay taxes). Family membership: \$100/year.	Regular part-time and full-time employees.
<b>Employee Assistance Program (EAP)</b> <i>Responsibility: Employee</i>	Counseling available for assistance with personal problems.	All employees and members of immediate family.
<b>Wellness Activities</b> <i>Responsibility: BVRMC/Employee</i>	Offerings include mental health, physical fitness, nutrition, weight management or tobacco use.	All employees.

## Other

Benefits	Description	Eligibility
<b>Holidays</b> <i>Responsibility: BVRMC</i>	Differential of time and ½ per hour for each hour worked during the six major holidays outlined in the Employee Handbook.	All hourly employees.
<b>Differentials</b> <i>Responsibility: BVRMC</i>	3:00 p.m. – 7:00 a.m. = 10% of base wage. Minimum \$2. Maximum \$5.	All employees.
<b>Rest Periods</b> <i>Responsibility: BVRMC</i>	As time & patient needs allow, 10 minutes paid rest period per four hours worked.	All employees.
<b>Meal Discounts</b> <i>Responsibility: BVRMC/Employee</i>	20% discount on meals if you scan your name tag at the time of purchase. Balance can be payroll deducted.	All employees.
<b>Direct Deposit</b> <i>Responsibility: BVRMC</i>	Automatic deposit of pay check.	All banking institutions.
<b>Movie Ticket Discounts</b> <i>Responsibility: Fridley Theatres</i>	Discount tickets to Fridley Theatres (some exclusions may apply).	All employees.
<b>King's Pointe Waterpark Discounts</b> <i>Responsibility: King's Pointe</i>	Buena Vista County residents: Show your ID to get a discounted rate.	All employees.
<b>Golf Course Discount</b> <i>Responsibility: BVU Lake Creek Golf Course</i>	Discounted rate available at BVU Lake Creek Golf Course with BVRMC ID.	All employees.
<b>Employee Recognition Banquet</b> <i>Responsibility: BVRMC</i>	Annual banquet to celebrate/recognize employees' years of service to BVRMC.	All employees.
<b>Mobile &amp; Internet Discounts</b> <i>Responsibility: Verizon Wireless</i>	Mobile and home internet discounts. Visit <a href="http://www.verizonwireless.com/getdiscount">www.verizonwireless.com/getdiscount</a> for details.	All employees.
<b>Shoe Discount</b> <i>Responsibility: Brown Shoe</i>	Discount card available in HR or show your badge at the Storm Lake location.	All employees.
<b>Health Food Store Discounts</b> <i>Responsibility: Daily Apple</i>	15% off regular priced NOW vitamins.	All employees.
<b>Employee Discount on BVRMC Services</b> <i>Responsibility: BVRMC</i>	20% discount on BVRMC services when paid in 30 days. 10% off for partial payments or payroll deduction plans within 18 months.	All employees.
<b>Birthday</b> <i>Responsibility: BVRMC</i>	Birthday card with Bistro Gift Card and 20% discount off one regular priced item in the Gift Shop during birthday month.	All employees.