



Because we take
care of **you**, too

Caregivers like you come to work every day with a passion for what you do. So we're always focused on fueling that passion, empowering you to be your best both inside our hospitals and in your life. Our outstanding, comprehensive offerings are an investment in your health, well-being and future. Explore the following benefits, and get a closer look at how we're focused on what matters most to you.

Employee Health Plan

- No co-pays for routine care using Mercy Hospital Primary Care Physicians
- Less copay on medications obtained at Mercy Hospital Retail Pharmacy
- Earn discounted health plan premiums for meeting personal wellness goals
- Complimentary wellness programs included for health plan participants
- Infertility treatment and LASIK surgery coverage

Dental and Vision Plans

- Dental plan administered by Dental Delta
- Two vision plan options administered by Eyemed Vision Care

Life Insurance and Disability

- Employer-paid life insurance for full-time caregivers equal to 1.0x your annual salary
- Option to purchase supplemental life insurance up to 4.0x your salary for full-time caregivers and a \$15,000 policy for part-time caregivers
- Option to purchase dependent life insurance for spouse (\$25K), dependent children (\$10K/child), full-time caregivers and (\$5K) for spouse and/or dependents of part-time caregivers
- Short- and long-term disability coverage for full-time caregivers

Retirement Savings Plans

- Discretionary non-elective contribution to caregivers Fidelity 401(k) Plan equal to 2.75% of your previous year's salary once eligible that will increase with more years of service. Eligibility requirements are to be employed 1 year, with 1,000 hours worked in that year and be over age 21
- 401(k) Retirement Savings Plan allows you to save for retirement with pre-tax dollars with Cleveland Clinic Mercy Hospital matching half of what you contribute, up to 4%, each pay period
- Fidelity representatives are available at no cost to help you manage your retirement savings plans



Flexible Spending Accounts

- Healthcare FSA allows you to pay for out-of-pocket medical expenses for you and your family with pre-tax dollars
- Dependent care FSA allows you to pay for out-of-pocket child care-related expenses for children under 13 with pre-tax dollars

Tuition Reimbursement

- After one year of employment, tuition reimbursement is available to full-time and part-time caregivers
- Complimentary educational and financial advising sessions
- Grow With Us Program – After 90 days of full-time or part-time employment eligible for tuition reimbursement at Stark State College. Full details available in Human Resources.

Additional Benefits

- Paid time off (PTO)
- Employee discounts
- Adoption assistance
- Employee Assistance Program
- Employee Hardship Fund
- Cleveland Clinic provides full-time caregivers with paid maternity and parental leave:
 - 100% pay for eight weeks of maternity leave for mothers following childbirth
 - 100% pay for four weeks of parental leave for both parents following the birth or adoption of a child
 - Caregivers are eligible for this benefit effective upon their hire date
- Voluntary MetLife, UNUM, Allstate and ID Theft Assistance Plans available for purchase for full-time and part-time caregivers

To learn more about our benefits, visit jobs.clevelandclinic.org/benefits

2022 Annual Pre-Tax Benefits Costs

Mercy Health Plan	Full-time (0.9-1.0 FTE)	Part-time (0.5-0.89 FTE)
Employee Only	\$1,634	\$2,452
Employee + Child	\$2,969	\$4,453
Employee + Spouse	\$3,876	\$5,815
Family I (2-3 Dependents)	\$4,898	\$7,343
Family II (4+ Dependents)	\$5,427	\$8,140

** Spousal surcharge: \$25/pay. Spousal surcharge applies for spouses on Employee Health Plan. Spouse can only be on Mercy's Employee Health Plan if they not eligible at Spouse's own employer for Health Plan coverage. \$25 surcharge applied to above premiums each pay period.

Delta Dental	Full-time (0.9-1.0 FTE)	Part-time (0.5-0.89 FTE)
Employee Only	\$108	\$174
Employee + 1 Dependent	\$195	\$313
Employee + Family	\$398	\$639

EyeMed Vision	Essential	Enhanced
Employee Only	\$74	\$221
Employee + 1 Dependent	\$140	\$419
Employee + Family	\$205	\$616

