

# Employee Benefits

## for full time employees

### Vacation

Hours Worked	Hrs. Worked To earn 8 hrs	Hrs. Earned Per Year*
1-5	200	80
6-9	160	100
10-14	130	123
15+	100	160

Based on 2000 hours worked

### Holidays

Seven designated holidays per year  
Time and one-half paid for hours worked on holidays for on-the-clock

### Sick Leave

Paid sick leave for illness or injury Sick leave accrues as 12 days per year 600 hour maximum limit

### Wellness Incentive

\$15 monthly bonus when 160 hrs sick leave is accrued  
\$25 monthly bonus when 240 hrs sick leave is accrued  
\$35 monthly bonus when 480 hrs sick leave is accrued  
\$50 monthly bonus when 600 hrs sick leave is accrued

Can earn up to 6 extra days of payor vacation per year

### Educational Assistance

Up to \$1000 per year available for students of RN and LPN schools

### Life Insurance

One times annual salary after 6 months of employment Optional supplemental available

### Long Term Disability

Paid disability after 6 months of employment 60-day elimination period Pays 60% of basic monthly earnings.

### Long Term Care Insurance

2 years of benefits paid after 6 months of employment

### Health Insurance

Available on first of month after 30-days of employment

*Please contact Human Resources for specific details*

### Pension Benefits

After 1 year of employment and age 21, the Madrid Home will contribute 5.5% of salary, provided the employee contributes 2% of salary 7.5% total pension **Tax Sheltered/Deferred Annuities Program** available

### Additional Benefits

Continuing Education  
Low Cost Meals  
Annual Physical Exam paid  
Christmas Club  
Vacation Club  
Bereavement Pay  
Optional Wage Scale LOA for family emergencies, jury duty, education and military.

### Madrid Home Communities Employee Assistance Program Iowa Health Des Moines

Martial Relationships,  
Alcohol/Drug Abuse,  
Family Emotional &  
Crisis Intervention.

*Confidential, Free to Employees of the Madrid Home Communities*

24 hours/7 days a week

1-(800)-732-4490