

## Clinician Openings at PPNCS What We Offer! Benefits for Clinicians

### Benefits:

- **Paid Time Off:**

- o Employees are eligible for and begin accruing PTO on their first day of employment. PTO can be used for:
  - Vacation
  - Personal time
  - Observance of a religious holiday that is not a scheduled PPNCS holiday.
  - Sick time
  - Safe time
  - To supplement otherwise unpaid leaves
  - To supplement payment of Short-Term Disability benefits

- **PTO Accrual Rates & Caps:**

Length of Service	Accrual Rate per Eligible Hour	Number of Days	Accrual Cap (in Hours)
0-1 year	.05769	15	120
2 years	.06923	18	160
3-6 years	.07692	20	200
7-9 years	.1000	26	240
10+ years	.11923	31	280

- **Holidays:** Employees regularly scheduled 20+ hours per week are eligible for Holiday Time Off (HTO). Holidays will be paid for 8 hours. PPNCS recognizes 8 federally recognized holidays per year:
  - o New Year's Day
  - o Rev. Dr. Martin Luther King, Jr. Day
  - o Memorial Day
  - o Juneteenth
  - o Independence Day
  - o Labor Day
  - o Thanksgiving
  - o Christmas Day
  - o Plus 2 Floating Holidays to use at any time (1 floating holiday if starting between July 1 - Dec 31)
- **Volunteer Time Off (VTO):** Employees regularly scheduled 20+ hours per week are eligible for 8 hours of VTO per year.
- **Other Paid or Unpaid Time Off:**
  - o Bereavement Leave: up to 4 days off with satisfactory documentation

- Earned Extended Leave (EEL): Employees who are regularly scheduled to work 20+ hours per week are eligible to accrue and use EEL. Accrual rate is .02692 per eligible hour worked.
- Paid Parental Leave: Eligible employees will receive a pro-rated amount of leave based on scheduled hours of up to 8 weeks (40 days) of paid leave at 100% wage replacement with job protection and benefits continuation for the following events:
  - For the recovery from the birth of a child, or
  - For bonding time with the new child, in the event of a birth, adoption, surrogacy, foster care placement or court-ordered placement.
- Time off to vote.
- Time off for Jury Duty.
- Military Leave.
- Other special leaves of absences or personal leaves depending on eligibility of hours worked and length of employment.
- **Retirement Benefits:**
  - All employees (excluding temporary and per diem) are eligible for PPNCS' retirement benefits. A 403(b) plan and employer match. The PPNCS employer match is set up at 50% for the first 6% of your salary that you defer (after a one-year waiting period).
    - Through Principal
  - 403(b) starts the 1<sup>st</sup> of the month after start date.
- **Insurance:**
  - Kicks in on the first of the month following 30 days of employment.
  - Medical/Health Insurance through HealthPartners
    - HealthPartners also offers discounts on Eyewear, exercise equipment, fitness classes, hearing aids, pet insurance & more!
  - Dental Insurance through Delta Dental
  - Vision Insurance through EyeMed
  - NICE Healthcare
    - Nice Healthcare is a primary care clinic that offers you and your household **unlimited virtual and in-home visits with clinicians (note: in-home visits not available in Iowa currently)**. PPNCS covers 100% of these costs, so **this service is free to use** for you, your family, or anyone in your household under the age of 65.
  - Flexible Spending Account (FSA) through EBC: FSA Medical and FSA Dependent Care
  - Voluntary Pet Insurance through Nationwide
  - Employer paid Group Term Life Insurance & Long-Term Disability
  - Voluntary child/spouse/EE Life Insurance and Short-Term Disability
  - Employee Assistance Program (EAP)
    - 2 options: through HealthPartners or through MetLife
- **Headspace:** a health and happiness app that helps you at work and home through meditation, sleep exercise, and more. PPNCS covers this cost so the app is free to all employees.