

**2017 Benefits Highlights**

[](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&source=images&cd=&cad=rja&uact=8&ved=0CAcQjRw&url=http://www.cirrius.com/banking-solution.html&ei=yFG5VK2oGJHqoATZtoLoAw&psig=AFQjCNHKoeI69bwxjEXQBauKZdG3H5bNbw&ust=1421517620737302) Pay & Banking

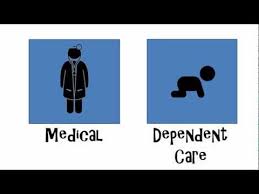
ILC offers competitive pay. Some positions pay extra for evening, night and weekend work. We pay every two weeks, with most employees choosing direct deposit.

[](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&source=images&cd=&cad=rja&uact=8&ved=0CAcQjRw&url=http://www.utahpeoplespost.com/2014/11/health-insurance-enrollment-in-obamacare-begins/&ei=Rwi3VISkEdKryASZ-YF4&psig=AFQjCNEYHKzFjHmUah2p2NbflNVHCksxmg&ust=1421367681124511) Health, Dental & Vision

Insurances are available the 1st day of the month after 59 days of eligible employment, at very low cost to employees. An eligible employee may add kids to health insurance, and their spouse and/or child(ren) can be enrolled in the dental & vision. We also assist finding health insurance for spouses.

[](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&source=images&cd=&cad=rja&uact=8&ved=0CAcQjRw&url=http://www.tagpay.com/about-tag/news-blog/blog/four-advantages-health-savings-account-hsa/&ei=JQq3VLzeOcelyATOtILwBA&psig=AFQjCNF_mOQnbeirD5be4fMAz2_HpL1MYA&ust=1421368127989884) Health Savings Account

Employees enrolled in ILC’s health insurance may put pre-tax $ into these accounts, directly from their pay.

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FSA’s, for health and dependent care, are available after 90 days of eligible employment.

[](http://www.google.com/imgres?imgurl=http://travelproluggageblog.com/wp-content/uploads/2013/01/business_vacation1.jpg&imgrefurl=http://travelproluggageblog.com/2013/02/travel-2/business-travel/the-vacation-nation-unlimited-paid-time-off/&h=310&w=468&tbnid=_s6rdLzQCR_hdM:&zoom=1&docid=kbPZkOMGfYXXoM&ei=eha4VOmTEcSwyAS5t4LoDw&tbm=isch) PTO

Used for vacation and call-off days. Available to all staff budgeted to work 60 or more hours/pp. Accrues on hours worked. Employees take ownership of these, and may use or cash them in, after working 3 months.

[](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&source=images&cd=&cad=rja&uact=8&ved=0CAcQjRw&url=http://www.recruitmentagencynow.com/holiday-pay-bills-may-increase-for-employers-following-tribunal-overtime-ruling/&ei=2jm5VJjZHcOtogTPi4KABA&psig=AFQjCNEXVOgkxjpuOnrs9nNtlXoTswpNpw&ust=1421511391427568)Holidays Paid

Full-time mployees get 7 paid holidays each year. Part-timers and PRN’s get a 50% bonus for any hours worked on those 7 Holidays.

[](http://www.google.com/imgres?imgurl=http://www.entrepreneur.com/dbimages/blog/h1/intuit-offers-health-care-401k-services.jpg&imgrefurl=http://www.entrepreneur.com/blog/223306&h=211&w=330&tbnid=uH0HonFnB73IBM:&zoom=1&docid=hsSUkDdaobCFvM&ei=diu4VMDNEIacyQTvvIDgBg&tbm=isch) Retirement Account

Employees are enrolled when 21 and working at least 1000 hours per year. ILC matches the first 2% contributed, with a 5-year progressive vesting schedule.

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Scholarship Funds

Very generous gifts from local donors are used to provide full and part-time employees with as much as $1000/term towards the costs of professional education.

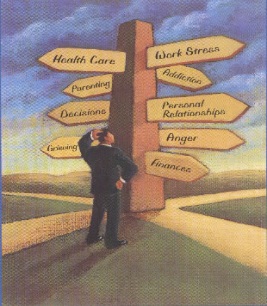
[](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&source=images&cd=&cad=rja&uact=8&ved=0CAcQjRw&url=http://nursehealth.org/&ei=dFa4VIDPO4qZyASP5YHoBg&bvm=bv.83829542,d.aWw&psig=AFQjCNGyi6-EosUhu6jGdgBBib1EczLsoA&ust=1421453202852129)CNA’s

ILC offers three paid routes to start a nursing career as a CNA!

1. ILC offers paid in-house CNA training. The person is employed as a Care Assistant during training, and then promoted to CNA after passing the certification test.
2. Those interested in CNA training at FVCC can have ILC pay the full cost of their CNA training.
3. Full-time CNA’s who pay for their own education, and then choose ILC as their first CNA job, get reimbursed up to $1000, paid in 6 monthly payments.

[](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&source=images&cd=&cad=rja&uact=8&ved=0CAcQjRw&url=http://www.premier-medicine.com/&ei=JUe5VOKMHI_joATrtoL4Aw&psig=AFQjCNEtRIP35NPrvUEX7j2SPYEG_OcRDw&ust=1421514796750099) Wellness

* Spiritual care and religious services are available to all, on site.
* ILC has a constant focus on safety, with a much better-than-average safety record.
* Employees can get $300/year off the cost of their health insurance by promising to be regularly active, get their annual check-up and not smoke.
* All employees are eligible for discounted memberships at local health clubs.
* Annual flu shots are given to all staff, at no cost.

 EAP

The Employee Assistance Program provides all employees with no-cost, 24/7 confidential access to crisis counseling and up to 4 local counseling sessions for relationship concerns and other support matters. The EAP also offers reduced rates on legal services, and assistance finding child care, movers and other services.

[](https://www.google.com/url?sa=i&rct=j&q=&esrc=s&source=images&cd=&cad=rja&uact=8&ved=0CAcQjRw&url=https://onegaiblog.wordpress.com/&ei=MD-5VL7UDMXtoATl5YDoAw&psig=AFQjCNGksQXk2ZlrMuCjONPpE_KLvX752g&ust=1421512776626842) Leaves of Absence

ILC offers Maternity, Medical, Family, Military, Jury Duty and Bereavement leaves. Please see our Human Resources group for the current status of these, and other, Leaves.

[](http://www.google.com/url?sa=i&rct=j&q=&esrc=s&source=images&cd=&cad=rja&uact=8&ved=0CAcQjRw&url=http://ww2.cfo.com/risk-management/2013/11/special-report-cutting-workers-comp-costs/&ei=q065VP26KMSuogSsvIG4Aw&psig=AFQjCNF-D-mxa6JXO97uNJuTEH1B7EHxWQ&ust=1421516795146272) Worker’s Comp

ILC provides Worker’s Comp coverage for all employees, and pays the full cost of treatment for work-related injuries. We provide transitional work duties when work-related injury restrictions can be safely accommodated.

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$250 bonus paid for each new employee you refer.

Getting to Work Where We Are Guided by The Immanuel Spirit.

