

SUMMARY OF MDH BENEFITS

ILLINOIS MUNICIPAL RETIREMENT FUND (Additional information is available at www.imrf.org)
IMRF is a defined benefit program where pension payments are not tied to the stock market's performance but are calculated based on length of service and the salary earned at the time of retirement and. The member contribution rate is 4.50% of all wages.

Retirement Benefits:

- **Less than ten years** of service: Your 4.50% IMRF contributions will be returned to you upon request.
- **Ten or more years** of service:
Upon retiring from an IMRF position and being vested with IMRF, you are eligible for a monthly pension which is payable for the *rest of your life*.
With IMRF, you qualify for an unreduced pension at age 67 (normal retirement age) if you have at least ten years of service credit or at age 62 if you have 35 or more years of service credit.

Voluntary Additional Contributions (VAC)

VAC is designed to give you an easy way to save additional retirement income. VAC will not increase your IMRF pension but can supplement it.

- You may contribute up to a maximum of 10% of your earnings
- VAC are after tax, not tax-deferred
- MDH does not contribute toward your VAC
- The interest rate on your VAC is 7.25 %. IMRF credits interest at the end of the year based upon the opening balance amount at the beginning of the year. You do not earn interest the first year.
- You can take a refund of your VAC at any time. You must withdraw all of your VAC- you cannot take a partial refund
- If you leave your VAC on deposit until you retire from IMRF you may receive your VAC as a lump sum or if your VAC balance is at least \$4500 you can receive a monthly annuity.

Disability Benefits:

You are eligible for monthly payments up to 50% of your monthly earnings if you:

- Have at least 12 consecutive months of service credit,
- Are disabled for more than 30 days,
- Are unable to perform duties assigned by your employer because of illness or injury, and
- Are not receiving any earnings from any IMRF employer

Death Benefits:

The amount IMRF pays as a death benefit will vary depending on the amount of your service credit. (For further information, please go to www.imrf.org)

DEFERRED COMPENSATION PROGRAM

This voluntary program allows you to contribute part of your paycheck toward retirement savings, while deferring taxes on that income. The contributions to the program are deducted from gross pay before federal and state taxes are withheld. This program has no impact on the determination of your IMRF pension amount.

Once you decide how much to contribute (subject to IRS limitations), money is automatically deducted from your pay and deposited in your account.

EARNED TIME OFF (ETO)

The ETO bank includes time off for vacations, holidays, and sicknesses.

Year Employed	Hourly Accrual Rate	Hours Earned per Pay Period*	Actual Hours Earned Yearly*	Maximum ETO Accrual
.01 - <5	.06923	5.54	144	288
5 - <15	.08846	7.08	184	368
>15	.10769	8.61	224	448

*For full-time employees working 80 hours per pay period.

GROUP HEALTH INSURANCE:

New hires and dependents become eligible for coverage at the beginning of the month after working an entire pay period.

<u>Low Deductible Plan</u>	Single	Family
<u>Bi-weekly</u> rates for full-time employees are as follows:	94.31	212.20
<u>Bi-weekly</u> rates for part-time employees (60 hrs/2 weeks) are as follows:	157.18	353.66

<u>High Deductible Plan</u>	Single	Family
<u>Bi-weekly</u> rates for full-time employees are as follows:	70.73	159.15
<u>Bi-weekly</u> rates for part-time employees (60 hrs/2 weeks) are as follows:	117.89	265.25

Upon termination, Mason District Hospital will cover the employee until the last day of the month in which the employee works as long as the employee’s portion of the premium is paid.

GROUP LIFE INSURANCE

\$20,000 term life insurance provided at no cost to all employees scheduled at least 70 hours per payperiod.

FUNERAL LEAVE

Full-time employee who suffer a death in your immediate family (spouse, parent or step- parent, spouse’s parent, child or step-child, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, employee’s grandparents and grandchild) will receive up to 24 hours off with pay provided they were scheduled to work those days.

Full-time employees who suffer a death of an aunt/uncle, niece/nephew, step-sister/brother, or spouse’s grandparent will receive the day of the funeral off with pay, provided you are scheduled to work that day.

PRESCRIPTION DRUG SERVICE

All employees and their dependents may purchase prescription and over-the-counter (OTC) medications from the hospital pharmacy. Employee’s cost will be the hospital’s cost plus 10% plus a 50 cent dispensing fee.

SECTION 125 PLAN

The Section 125 Plan allows eligible employees to deduct 3 types of expenses before income and payroll taxes are calculated: 1) MDH Health Care Plan Premiums, 2) out-of-pocket medical, dental, and vision expenses incurred by you or your dependents, and 3) out-of-pocket, work-related dependent day-care expenses.