

## Why we choose to Work at Eben Ezer

- The work we do
- Residents
- Other staff
- Good wages
- Benefits
- People who listen
- Where I can make a difference
- Resident-centered community
- Nurturing environment for all
- Continued challenges
- Willingness to train new and inexperienced workers
- Positive reputation
- I love my job

## Employee Appreciation/ Recognition

### Christmas Party

Each December our staff advisory committee plans this party. The event is held offsite with a catered meal and many door prizes.

### Staff Appreciation Day

During national Nursing Home Week, one day is set aside for staff. A special meal is provided for each shift along with gifts and door prizes.

### Employee of the Month

Each month an employee is honored at the all staff meeting for their dedication and hard work. They receive money, a polo shirt, a parking space, and a plaque.

### Other Employee Recognition

Merit Grams, Longevity awards, Staff awards, Employee Sunshine Fund.



**EBEN EZER**  
Lutheran Care Center

## Employee Benefits

**OUR MISSION AS A CHRISTIAN  
MINISTRY IS TO BE A CARING  
COMMUNITY OF HOUSING,  
HEALTH CARE, SPIRITUAL AND  
SUPPORTIVE SERVICES TO  
OLDER PERSONS AND OTHERS  
WITH SPECIAL NEEDS.**

# At Eben Ezer We Value;

- Our Christian heritage and support a loving spiritual climate.
- Residents as individuals and promote their self-determination.
- Responsible stewardship of our resources.
- Shared Responsibility among residents, families, staff, and the board, through personal accountability and involvement in decision making.
- Continuous growth and development of all.
- Strong, consistent leadership through clear communication and trust.
- Being a integral part of and mutually supportive of our larger communities.
- Our reputation as a leader in the healthcare industry.

## **Benefits**

### **Medical/Dental Insurance\***

Effective the 1st day of the month following 90 days of full time employment. There are 3 options to choose from and Eben Ezer pays a portion of each. Eye insurance is offered also at an additional charge.

### **Disability Insurance\***

100% paid by Eben Ezer, up to 19 weeks of disability coverage.

### **Life Insurance\***

100% paid by Eben Ezer. Amount of coverage is equal to one year's salary and is doubled in the case of accidental death.

### **401K**

After one year of employment, an employee may participate in the 401K program. Eben Ezer will match the employee's contribution up to 2% of their wage. (Must work 1,000 hours per year to participate.)

### **Cafeteria Plan/Flex Plan**

Employees can set aside money from their paycheck, tax free, for medical and dependent care expenses after 30 days of employment.

\*The employee must work at least 30 hours per week for this benefit.

### **Vacation/Holiday/Sick Pay**

#### **PLT**

Eben Ezer has "Personal Leave Time" (PLT) which starts accruing immediately upon employment. New employees start accruing at .08342 hours per hour worked which is equal to 160 hours per year (4 weeks). This

amount increases with longevity. An employee may use PLT after 6 months of employment. This bank is used for vacation, sick and holiday pay. An employee can choose how to use these hours.

### **Long Term Sick**

Long-term sick leave also starts accruing immediately after employment and can be used after 6 months. This benefit can be used for long term illnesses when disability coverage is not available.

### **Continuing Education**

#### **Scholarship Program**

Eben Ezer has a scholarship program for employees who have worked here at least one year and wish to continue their education. There is an application process and the scholarship is renewable each semester if certain criteria are met.

#### **Conferences/Workshops**

Each year Eben Ezer budgets for sending all levels of staff to various workshops, classes and larger conferences for continuing education

#### **In-House Education**

Our staff education coordinator arranges the monthly in-services for all staff meetings and for the departments, in cooperation with department directors. Speakers are brought in for relevant topics throughout the year.