

Services Offered

- Acute hospital care
- State-of-the-art surgical suites
- Advanced Women's Care
- West Central Orthopedics
- Occupational Medicine Clinic
- New Beginnings Birth Center
- 65 bed Long Term Care unit
- Public Health Nursing and Home Care
- Rehabilitation Services
 - physical, occupational and speech therapy
- Care Management Services
 - Cardiac Rehab, Diabetes Management and Respiratory Therapy
- Outpatient Services: laboratory, radiology, wound care, nursing services
- Specialist physicians' clinics
- Telehealth

Why should you choose Greene County Medical Center?

All qualified employees receive:

- IPERS retirement benefits
- Generous paid time off
- Meal discounts in cafeteria
- Educational opportunities
- Tuition reimbursement
- Free annual health screenings
- Free wellness promotion activities

Standards of Behavior

Staff developed the Employee Standards of Behavior, which exemplify how they treat patients, residents, clients, visitors and each other.

About Greene County Medical Center

- Located in Jefferson, Iowa, and founded in 1937, Greene County Medical Center is the largest employer in Greene County.

About the Community



- Jefferson is the county seat of Greene County and home to great schools, unique shops, a variety of restaurants and many fun family events throughout the year.
- Conveniently located - Jefferson is situated in west central Iowa along Highway 30, 1 hour from Iowa's capital city Des Moines.
- The Greene County Community Center, a state-of-the-art recreational center, features weight training equipment by local manufacturer Power Lift.
- On the square is the Mahanay Bell Tower, which is a 14-story carillon tower. A glass elevator takes visitors to the observation deck 120 feet in the air, commanding a breathtaking view of Jefferson and the surrounding countryside.
- The Raccoon River Valley Trail, 89 miles of paved trail, begins at the Jefferson Depot and wanders the scenic countryside, including a loop and ending in the capital city of Des Moines.
- Greene County has three well-maintained golf courses.
- Spring Lake Park, a Greene County park, offers camping, swimming, fishing and roller skating at a historic roller skating rink.

PS-GCMC-037 10-2013

A Great Place to Work

Greene County Medical Center offers a positive experience providing excellent care to patients with caring, professional, experienced staff.



An Affiliate of  UnityPoint Health

1000 West Lincolnway
Jefferson, IA 50129
(515) 386-2114
www.gcmchealth.com

Compensation Philosophy

At Greene County Medical Center, our philosophy is to pay as competitively as we can based on our financial capability. We are committed to offering pay that is equal to the average rates of pay for comparable work in similar types of health care facilities in this area. The Iowa Hospital Association's salary survey is utilized as a reference in determining wages paid by Greene County Medical Center. Our compensation program is approved by the Board of Trustees and administered and maintained by the administration and human resources.

Employee Benefits

Below is a partial listing of the many benefits offered to employees of Greene County Medical Center.

Paid Time Off Policy

Greene County Medical Center believes that employees should have opportunities to enjoy time away from work to help balance their lives. For this reason, we provide a program of Paid Time Off (PTO) to all full- and part-time employees.

PTO is a time-off-with-pay program to provide employees the freedom to decide how to use their personal time off. Greene County Medical Center believes this program offers more liberal time off with pay than traditional vacation, sick and personal time packages.

Health and Dental Insurance

Greene County Medical Center provides group carrier health and dental insurance plans to all full-time employees and part-time employees working 56 or more hours per pay period. Insurance coverage begins on the first day of the first month following 60 days of employment. Group insurance is an employee benefit in which an employee is not required to enroll.

Life Insurance

The medical center provides one times an employee's annual salary life insurance coverage for all full-time (72-80 hours per pay period) employees and a \$5,000 life insurance policy for part-time (16-71 hours per pay period) employees. PRN status and temporary employees are not eligible.

Long-Term Disability Insurance

Full-time employees (72-80 hours per pay period) are provided long-term disability insurance

Short-Term Disability Insurance

Employees who work at least half time (40-80 hours per pay period) are offered short-term disability insurance.

Professional Liability Insurance

The medical center maintains liability insurance coverage for employees while they are acting as agents of the medical center. This coverage is provided at no cost. Employees are encouraged to purchase their own professional liability coverage.

Flexible Benefits Plan

Employees who are budgeted at least 16 hours per pay period may participate in the Flexible Benefits Plan. Through this plan, contributions for eligible medical expenses and dependent care may be deducted from your paycheck on a pre-tax basis.

Retirement Programs

As a county facility, Greene County Medical Center participates in two programs - IPERS and Social Security - designed to provide income after retirement.



Iowa Public Employees Retirement System (IPERS) is a program where both the employee and the medical center contribute a percentage (established by IPERS) based on salary.

In addition, employees may choose to participate in the 457 plan, which is funded through pre-tax salary redirection to a qualified tax deferred investment for retirement.

Wellness Program

The purpose of the wellness program is to encourage and reward employees for living healthy lifestyles. Greene County Medical Center provides many activities to promote wellness, including:

- A voluntary wellness program offering insurance premium discounts
- Free flu shot, annual wellness screenings and health risk assessment
- Sessions on a variety of health and wellness topics presented by internal and external professionals
- Discounts at the Greene County Community Center

To start your career at Greene County Medical Center, apply online at gcmchealth.com or call Human Resources at 515-386-2114.