**Mary Free Bed Rehabilitation Hospital**

**2018 Benefit Summary for Resident Physicians**

**TIME OFF**

**Holidays**

* 6 days per year; New Year’s Day (Observed), Memorial Day, 4th of July (observed) Labor Day, Thanksgiving, Christmas (observed)
* Not guaranteed- based on call schedule
* Eligible upon hire

**Paid Time Off (PTO)**

* Combination of vacation, sick leave and personal time
* 20 days/academic year
* Unused PTO cannot be carried over from year to year

**CME Days**

* 5 days per academic year; additional days subject to program director approval
* Unused CME cannot be carried over from year to year

**Short Term Disability**

* Eligible if at least .75 FTE (30 hours/week)
* Effective immediately
* Benefit equals 60% of earnings to a maximum of $550/week
* Payable beginning on 15th day of disability; 26 week maximum
* No employee contribution

**Long Term Disability**

* Eligible if at least .75 FTE (30 hours/week)
* Effective immediately
* Benefit equals 60% of pay to max of $6,000 per month, payable after 7 months of disability
* No employee contribution

**Maternity Leave**

* Residents are eligible for short term disability to cover the period of disability after giving birth
* We do not offer paternity leave pay

**HEALTH BENEFITS AND TAX SAVINGS**

**Medical Insurance**

* Includes prescription drugs, hospitalization, preventive care, diagnostic X-ray & lab, doctor fees, mental health, etc within participating network
* Eligible if at least .5 FTE (20 hours/week)
* Effective immediately
* 2 self-funded options available:

* **Blue Cross Blue Shield High Deductible Health Plan w/ Health Savings Account**
* No Employee contribution at this time
* Lake Michigan Credit Union membership req’d
* Employer funded HSA: Single $875; +Spouse $1,400; +Children $1,400; Family $1,750
	+ Receive ½ if Health & Navigation requirements are not met.
* Employee may fund to the federal limits, less any employer contribution:
	+ $3,450 single; $6,900 family;
	+ $1,000 catch up contribution for 55+
* **Blue Cross Blue Shield Standard Plan**
* Employee pre-tax contributions required
	+ $750 deductible for individual
	+ $1,500 deductible for family
* Employee payroll contribution based on participating in Health & Navigation Requirements

**Dental Insurance**

* Includes preventive, restorative, and orthodontia
* Eligible if at least .5 FTE (20 hours/week)
* Effective 30 days after hire
* One option available: Delta Dental fully-insured plan
* Employee pre-tax contributions required

**Vision Insurance**

* Includes coverage for exams, lenses, frames and contact lens care. Extra discounts and savings also apply.
* Eligible if at least .5 FTE (20 hours/week)
* Effective first of the month following one month of service
* One option available: Vision Service Plan (VSP)
* Employee pre-tax contributions required

**Flexible Spending Account**

* Employee annual pre-tax contributions to health and/or dependent care reimbursement accounts
* Eligible if at least .5 FTE (20 hours/week)
* Eligible upon hire
* Maximum annual contribution of $2,650 per employee for health care and $5,000 for dependent care
* **If participating in the HSA, only dependent care is available through the Flexible Spending plan**

**LIFE INSURANCE**

**Basic Life and AD&D Insurance**

* Eligible if at least .75 FTE (30 hours/week)
* Effective immediately
* Benefit equals 1.5 times annual earnings; maximum of $250,000
* No employee contribution

**Voluntary Life and AD&D Insurance**

* Eligible if at least .75 FTE (30 hours/week)
* Effective 30 days after hire
* Available for purchase at group rates, based on age
* Coverage available for employee, spouse and children
* Various coverage levels available
* Premiums payroll deducted

**RETIREMENT**

**403(b) Plan:**

**Employee Contribution**

* All employees eligible to contribute upon hire
* Auto-enrollment feature effective for new hires at 3% contribution, effective as soon as administratively feasible
* Auto enrolled employees can elect to opt out with Lincoln Financial
* Tax-deferred contributions allowed up to indexed limits

**Employer Contribution**

* Employer-paid contribution, deposited annually
* One year of service with at least 1,000 hours, then 1st of the next quarter required for initial eligibility
* 1000 hours/year required for ongoing eligibility
* No employee contributions required
* Annual benefit amount equal 6% of annual earnings
* Benefits vested after three years of service

**Matching Contribution**

* Annual deposit based on employee contributions, subject to employer discretion
* One year of service with at least 1,000 hours, then 1st of the next quarter required for initial eligibility
* 1000 hours/year required for ongoing eligibility
* Typical benefit formula: 25% x lesser of employee contribution or 6% of annual earnings
* Benefits vested after three years of service

**Roth Retirement Option**

* All employees eligible to contribute upon hire
* Will be effective as soon as administratively feasible
* Post taxed contribution allowed up to indexed limits

**MISCELLANEOUS**

**Employee Assistance Program**

* Services provided through the Pine Rest Employee Assistance Program:
* Limited number of free counseling sessions
* Referral services and website resources available to all employees and their immediate family members

**Workers' Compensation**

* Covered upon hire for work related illnesses or injuries
* Benefits for medical expenses, wage loss and vocational rehabilitation

**Direct Deposit**

* Eligible upon hire for automatic deposit of paycheck into checking and/or savings account

**BenefitHub**

* Discount portal
* Includes categories such as travel, entertainment, health & wellness, apparel
* Availability to purchase additional supplemental insurance policies

**Health & Navigation**

* Nurse Navigation Team to assist employees with their health care needs and questions
* One-on-one meetings with personal nurse navigator