

**Mary Free Bed Rehabilitation Hospital  
2019 Benefit Summary for Resident Physicians**

**TIME OFF**

**Holidays**

- 6 days per year; New Year's Day (Observed), Memorial Day, 4<sup>th</sup> 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 \$750/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 \$7,000 per month, payable after 6 months of short term 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 (HSA)**
    - No Employee contribution
    - Lake Michigan Credit Union membership req'd
    - Employer funded HSA: Single \$875; +Spouse \$1,400; +Children \$1,400; Family \$1,750
      - Receive less if c2health requirements are not met.
    - Employee may fund to the federal limits, less any employer contribution:
      - \$3,500 single; \$7000 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 c2health Requirements

### **Dental Insurance**

- Includes preventive, restorative, and orthodontia
- Eligible if at least .5 FTE (20 hours/week)
- Effective immediately
- One option available: Delta Dental
- 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 immediately
- 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 1<sup>st</sup> 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 1<sup>st</sup> 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

**C2health**

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