

Mary Free Bed Rehabilitation Hospital 2020 Benefit Summary for Resident Physician

TIME OFF WITH PAY

Holidays

- 6 days per year
- Not Guaranteed – on call schedule
- Eligible at 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
- \$1,500 toward CME per academic year
- Unused CME cannot be carried over from year to year

Short Term Disability

- Eligible if at least .75 FTE
- Effective Immediately
- Benefit equals 60% of earnings to a maximum of \$750/week
- Payable beginning on the 15th day of disability; 26 weeks maximum
- No employee contribution

Long-Term Disability

- Eligible if at least .75 FTE (30 hours/week)
- Effective 30 days after hire
- No employee contribution
- Benefit equals 60% of pay, to \$7,000 max per month
- No employee contribution

HEALTH BENEFITS AND TAX SAVINGS

Medical Insurance

- Includes prescription drugs, hospitalization, preventive care, diagnostic X-ray & lab, doctor fees, mental health, etal within participating network
- Eligible if at least .5FTE (20 hours/week)
- Effective one month after eligibility date
- Blue Cross Blue Shield of Michigan

- 3 Self-funded options available:
 - **High Deductible Health Plan 2000 w/ Health Savings Account**
 - No Employee contribution
 - \$2,000 deductible for individual, \$3275 Out of Pocket Maximum for individual
 - \$4,000 deductible for Family, \$6550 Out of Pocket Maximum for Family
 - Health Savings Account through Lake Michigan Credit Union
 - Mary Free Bed contributes to the Health Savings Account if you participate in c2health
 - Single - \$650, + Spouse/Children - \$1,000, Family - \$1300
 - **High Deductible Health Plan 1500 w/ Health Savings Account**
 - Employee pre-tax contribution required
 - \$1,500 deductible for individual, \$4,000 Out of Pocket Maximum for individual
 - \$3,000 deductible for Family, \$8,000 Out of Pocket Maximum for Family
 - Health Savings Account through Lake Michigan Credit Union
 - Mary Free Bed contributes to the Health Savings Account if you participate in c2health
 - Single - \$325, + Spouse/Children - \$500, Family - \$650
 - **Mary Free Bed Standard Plan**
 - Employee pre-tax contributions required
 - Employee payroll contribution based on participating in Health & Navigation
 - \$750 medical deductible for individual, \$500 pharmacy deductible for individual
 - \$1,500 deductible for family, \$750 pharmacy deductible for family

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 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 Plan

- 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 \$2,750 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
- No employee contribution – due to IRS regulations, there is imputed tax on the value of coverage over \$50,000

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 at 3% contribution pre-tax
- Pre-tax and Roth option available
- Will be effective as soon as administratively feasible
- Auto enrolled employees can elect to opt out with Empower
- Tax-deferred contributions allowed up to indexed limits

Employer Contribution

- Employer-paid contribution, deposited bi-weekly for those working at least a 0.5 FTE
- Eligible at hire
- 1000 hours/year required for ongoing eligibility
- No employee contributions required
- Annual benefit amount equal to 5% of annual earnings

- Benefits vested after three years of eligible service

Matching Contribution

- Annual contribution based on employee contributions, subject to employer discretion
- Eligible at hire
- 1000 hours/year required for ongoing eligibility
- Typical benefits formula: 50% x lesser of employee contribution or 6% of annual earnings
- Benefits vested after three years of service

MISCELLANEOUS BENEFITS

Employee Assistance Program

- Services provided through the Pine Rest Employee Assistance Program:
 - 5 Free Counseling Sessions per issue
 - 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

Identity Protection

- Eligible if at least .5 FTE (20 hours/week)
- Effective 30 days after hire
- Available for purchase for single and family coverage
- Employee biweekly deduction required

Direct Deposit

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

Tuition Reimbursement

- Eligible for courses beginning after 90 days for reimbursement for college and university courses
- Annual benefit amount:
 - \$3,500 for full time (defined as .9FTE);
 - \$1,400 for part time 20-35 hours/week
- Additional benefit available for employees pursuing Nursing degrees
- Courses or degree must be related to current or future job at Mary Free Bed
- Employment commitment of 1 year required to avoid repayment

Continuing Education

- Eligible upon hire for seminars, workshops, conferences and other job training
- Funds allocated at discretion of department manager

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

