

**Mary Free Bed Rehabilitation Hospital  
2021 Benefit Summary for Resident Physician**

**TIME OFF WITH PAY**

**Holidays**

- 7 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 \$1500/week
- Payable beginning on the 15<sup>th</sup> day of disability; 26 weeks maximum
- No employee contribution

**Long-Term Disability**

- Eligible if at least .75 FTE (30 hours/week)
- Effective immediately
- 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 immediately
- Blue Cross Blue Shield of Michigan
- 3 Self-funded options available:

- **High Deductible Health Plan 2000 w/ Health Savings Account**
  - No Employee contribution
  - \$2000 deductible for individual, \$3275 Out of Pocket Maximum for individual
  - \$4000 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 (prorated by start date)
    - Single - \$500, + Spouse/Children - \$750, Family - \$1000
- **High Deductible Health Plan 1500 w/ Health Savings Account**
  - Employee pre-tax contribution required
  - \$1500 deductible for individual, \$4000 Out of Pocket Maximum for individual
  - \$3000 deductible for Family, \$8000 Out of Pocket Maximum for Family
  - Health Savings Account through Lake Michigan Credit Union
  - Mary Free Bed contributes to the Health Savings Account (prorated by start date)
    - Single - \$250, + Spouse/Children - \$375, Family - \$500
- **Mary Free Bed Standard Plan**
  - Employee pre-tax contributions required
  - \$1000 medical deductible for individual, \$500 pharmacy deductible for individual
  - \$2000 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 immediately
- 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 immediately
- 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

#### **Family Leave**

- 80 hours (pro-rated by FTE) of paid New Parent Leave, must apply for FMLA to be eligible
- Refer to the ABPMR program guidelines on allowed time off for family leave

#### **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 immediately
- 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