

# Mary Free Bed<sup>®</sup> Rehabilitation

## 2022 Total Rewards Summary

### Physician Residents

#### Paid Time Off

##### **Holidays**– *Eligible at Hire*

- Not Guaranteed– on call schedule
- 7 days per year, added to below PTO accrual

##### **Paid Time Off (PTO)**

- Combination of vacation, sick leave, and personal time
- 20 days per 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 0.75 FTE or above, effective immediately*

- Benefits equal 60% of earnings to a maximum of \$1500 per week
- Payable beginning on the 15th day of disability; 26 weeks maximum
- Employer paid, no Employee contribution

##### **Long Term Disability**– *Eligible 0.75 FTE or above, effective immediately*

- Benefits equal 60% of pay, up to \$7,000 per month
- Employer paid, no Employee contribution

#### Health Benefits

##### **Medical Insurance**– *Blue Cross Blue Shield of Michigan; Eligible 0.5 FTE or above, effective immediately*

- Includes prescription drugs, hospitalization, preventative care, diagnostic X-ray & lab, doctor fees, mental health, etc.
- **Option 1: High Deductible Health Plan 2000 w/ Health Savings Account**
  - \* \$2,000/\$4,000 Deductible; \$3,275/\$6,550 Out of Pocket Maximum for individual/family, respectively
  - \* Health Savings Account (HSA) through Lake Michigan Credit Union
  - \* Mary Free Bed contributes to the HSA
    - ◇ Single - \$500, Spouse/Children - \$750, Family - \$1,000 (prorated by hire date)
  - \* Employer paid, no Employee contribution
- **Option 2: High Deductible Health Plan 1500 w/ Health Savings Account**
  - \* \$1,500/\$3,000 Deductible; \$4,000/\$8,000 Out of Pocket Maximum for individual/ family, respectively
  - \* Mary Free Bed contributes to the HSA
    - ◇ Single - \$250, Spouse/Children - \$375, Family - \$500
  - \* Employee pre-tax contributions payroll deducted
- **Option 3: Mary Free Bed Standard Plan**
  - \* \$1,000/\$2,000 Medical Deductible, \$500/\$750 Pharmacy Deductible, \$6,350/\$12,700 Out of Pocket Maximum for individual/family, respectively
  - \* Employee pre-tax contributions payroll deducted

##### **Dental Insurance**– *Delta Dental; Eligible if 0.5 FTE or above, effective 30 days after hire*

- Includes preventative, basic/major services, and orthodontia
- Employee contributions payroll deducted

##### **Vision Insurance**– *Vision Service Plan (VSP); Eligible if 0.5 FTE or above, effective 1st of the month after 30 days of service*

- Includes coverage for exams, lenses, frames, and contact lens care
- Employee contributions payroll deducted

##### **Flexible Spending Accounts (FSA)**- *Discovery Benefits/WEX; Eligible is 0.5 FTE or above, effective immediately*

- Health and Dependent Care Options
- May participate up to IRS maximums

## Life Insurance

**Basic Life and AD&D Insurance-** *Unum; Eligible 0.75 FTE or above, effective immediately*

- Benefit equals 1.5 times annual earnings; maximum of \$250,000
- Employer paid, 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-** *Unum; Eligible 0.75 FTE or above, effective 30 days after hire*

- Coverage available for employee, spouse, and children

## Retirement 403(b) Plan

**Employee Contribution-** *Empower Retirement; Eligible upon hire*

- Auto-enrollment at 3% contribution pre-tax, effective as soon as administratively feasible
- Pre-tax and Roth options available, may contribute up to IRS limits

**Employer Contribution-** *Eligible upon hire*

- Employer contribution, deposited bi-weekly for those at least 0.5 FTE or above
- Benefits vested after successful completion of residency program
- Annual benefit amount equal to 5% of annual earnings

**Matching Contribution-** *Eligible upon hire*

- 1000 hours per year required for ongoing eligibility
- Annual contribution based on employee contributions, subject to employer discretion
- Typical benefit formula: 50% x lesser of employee contribution or 6% of annual earnings
- Fully vested after successful completion of residency program

## Additional Benefits

- Continuing education credit opportunities
- Engagement activities
- On-site fitness center (MFB Hospital only)
- Employee recognition and service awards
- Organizational volunteer opportunities
- Onsite CPR/BLS classes
- 529c education savings plan

**Identity Protection-** *Eligible 0.5 FTE or above, effective 30 days after hire*

- Available for purchase for single and family coverage
- Employee contributions payroll deducted

**Employee Assistance Program-** *Pine Rest EAP*

- 5 free counseling sessions per issue, available to employee and family
- Other services include legal consultation, financial consultation, and elder care consultation

## **BenefitHub**

- Access to employee discounts, voluntary supplemental insurance policies

## **Tuition Reimbursement**

- Classes beginning 90 days after hire to be eligible for reimbursement
- Employment commitment of 1 year required to avoid repayment
- Annual benefit amount

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|---------------------------------------|
| * \$3,500 for full time 0.9 FTE       |
| * \$1,400 for part time 0.5 - 0.8 FTE |

## **Education Academy**

- Includes seminars, workshops, lecture series and conferences, grand rounds and other innovative education activities

## Employee Value Proposition

- **Focus on Patient Care.** A selfless drive to serve and heal connects all MFB employees.
- **Clinical Variety and Challenge.** An inter-disciplinary approach and a top team of professionals create ever-changing opportunities and activities.
- **Family Culture.** We offer the stability of a large organization while nurturing the family/team atmosphere of a small organization.
- **Trust in Each Other.** Each employee knows that co-workers can be trusted to make the right decision for our family, patients, staff and community.
- **A Proud Tradition.** Years of dedicated, quality service to our patients and community have yielded a reputation that fills our employees with pride.
- **Diversity, Equity, and Inclusion.** Our Commitment to providing an inclusive environment for patients, families, staff, and community.