PENNSTATE HERSHEY
Milton S. Hershey Medical Center

# THE MILTON S. HERSHEY MEDICAL CENTER

Department of Human Resources

## 2014 SUMMARY OF BENEFITS FOR PART TIME PHYSICIANS (0.5 – 0.89 FTE)

| BENEFITS | ELIGIBILITY | COMMENT |
|---|---|---|
| **TIME OFF** | | |
| - Vacation | Immediate | - Vacation time (20 days for full time employment **- prorated for part time**) is granted for each staff member on a fiscal-year basis. Amounts are allocated in advance on July 1 of each fiscal year or prorated at the time of employment. 5 additional days (**prorated for part time)** of vacation time are granted for each staff member after 10 years of employment. |
| - Sick Leave | Immediate | - 30 sick days may be used during the first six months of employment. Full time staff members are eligible for 130 sick days per occurrence of illness at full pay after 6 months of employment. **Sick time is prorated for part time**. |
| - Leave of Absence | Immediate<br>After 12 months and 1040 hours | - Bereavement, Jury, Military and Personal<br>- FMLA |
| - Continuing Medical Education (CME) | Immediate | - Full time medical staff members are allocated up to 10 working days annually for continuing medical education. Individual department determines maximum annual reimbursement. **CME and reimbursement will be prorated for part time**. |
| **INSURANCE** | | |
| - Health* | Immediate | - Highmark Blue Shield - PPO, 4 coverage tiers with Health Reimbursement Arrangements (HRA).<br>- |
| - Prescription* | Immediate - Automatic with health plan enrollment | -Highmark – Formulary available at http://highmark.formularies.com; Mandatory Generics Program.<br>Employee Preferred Prescription Drug Program – Purchase prescriptions through HMC Outpatient Pharmacy at reduced costs. |
| - Dental* | Immediate | - United Concordia (UCCI) – 100% preventative, 75% of Maximum Allowable Charge after $100 annual deductible (2 per family) with an annual maximum of $1,500/person/calendar year. Orthodontia coverage for dependents to age 26; lifetime maximum of $1250. |
| - Vision* | Immediate | - Highmark Vision – Vision exam covered in full once every 12 months, clear lenses (glass or plastic) covered in full. Allowance for frames, additional charge when exceeding allowance. Lenses or contact lenses every 12 months and frames every 24 months. |
| - Flexible Benefits | Immediate | - Pre-tax payroll deductions for Health Care and Dependent Care Flexible Spending Accounts (FSA) |
| - Life Insurance/ADD | Immediate | - Coverage may be purchased up to 6x base salary. Total coverage may not exceed $1,000,000. MetLife Statement of Health required for coverage in excess of $600,000. |
| - Business Travel Accident Insurance | Immediate | - 5x annual salary (up to $500,000) coverage at no cost. Maximum benefit available per accident is $5,000,000. |
| **RETIREMENT**** | Six (6) month waiting period for employer contribution for new hires.<br><br>5% Mandatory employee contributions begin immediately upon hire.<br><br>Voluntary employee | **401(k)** - Employer contribution of 5% of staff member's base salary up to Social Security wage base and 10% of the amount over the Social Security wage base up to the federal compensation limit. Involuntary 5% contribution by employees. Additional voluntary contributions up to an amount not to exceed $17,500; $5,500 additional for employees age 50 or older. Highly compensated employees must direct voluntary contributions to 403(b).<br>For Physicians earning between $100,000 and $150,000 there is a Supplemental Retirement Benefit (SRB) that equates to the difference between the actual employer contributions made and the employer contribution made for someone earning $150,000, based on prior calendar year earnings and awarded by February 1 of the following year.<br><br>**Vesting** – employer 401(k) contribution requires an employee work three years with at least 1,000 paid hours each calendar year.<br>*An employee who was hired prior to 1/1/07 and for employer contributions made prior to 1/1/07 will be vested after 5 years with at |

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| | | |
|---|---|---|
| | contributions can begin immediately upon hire. | least 1,000 paid hours each calendar year, all employer contributions made after 1/1/07 are vested after 3 years (as listed above).<br><br>**403(b)** - additional voluntary contribution up to an amount not to exceed $17,500; $5,500 additional for employees age 50 or older. |
| **Voluntary Whole Life Insurance** | Immediate | Available for the employee, spouse, dependent children and/or grandchildren. For information call 1-800-621-0067. |
| **Voluntary Pre-Paid Legal and Identity Theft Services** | Immediate | For information call 1-703-945-3988 |
| **Voluntary Dependent Term Life Insurance** | Immediate | Spouse or domestic partner coverage is $20,000 and eligible dependent children coverage is $15,000 per child. Employee is charged $5.00/month regardless of how many dependents you cover. |
| **Voluntary Pet Insurance** | Immediate | VPI Pet Insurance<br>Home billed benefit.<br><br>For information call 1-877-PETS-VPI or log onto http://www.petinsurance.com/affiliates/pennstatehershey_npr |
| **OTHER**<br>- Fitness Center<br>- Savings Bonds<br>- Credit Union<br>- Employee Assistance Program<br>- Day Care | <br>Immediate<br>Immediate<br>Immediate<br>Immediate<br>Immediate | <br>- Contact Fitness Center for current rates - 531-7075<br>- TreasuryDirect: www.treasurydirect.gov<br>- Penn State Federal Credit Union - 1-814-863-0549 or visit www.PennStateFederal.com<br>- ComPsych® GuidanceResources® - 1-866-465-8935<br>- CCLC of Hershey- On site – 531-5484 |

*Revised: September 20, 2013*

***Note: Domestic Partner coverage is available for health, dental and vision benefits. Contact Benefits Administration at X6089 for required proof and tax implications.**