

THE MILTON S. HERSCHEY MEDICAL CENTER

Department of Human Resources

2016 SUMMARY OF BENEFITS FOR PART TIME PHYSICIANS (0.5 – 0.89 FTE)

BENEFITS	ELIGIBILITY	COMMENT
TIME OFF - Vacation - Sick Leave - Leave of Absence - Continuing Medical Education (CME)	Immediate Immediate Immediate After 12 months and 1040 hours 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. - 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. - Bereavement, Jury, Military and Personal - FMLA - 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 - Prescription - Dental - Vision - Flexible Benefits - Life Insurance/ADD - Business Travel Accident Insurance	Immediate Immediate - Automatic with health plan enrollment Immediate Immediate Immediate Immediate Immediate	- Highmark Blue Shield - PPO, 4 coverage tiers with Health Reimbursement Arrangements (HRA). * Spousal Surcharge – applies only to the Medical Plan * Tobacco Surcharge – Applies to employee and /or spouse covered under the medical plan who use tobacco in any form (cigars, cigarettes, pipes, snuff, chewing tobacco, e-cigarettes, vapors). If both employee and spouse are covered under medical plan and both use tobacco, two surcharges would apply. -Highmark – Mandatory Generics Program. Employees pay a flat copay for prescriptions based on formulary status. Lowest copay is when employees purchase through HMC Outpatient Pharmacy. Formulary is located at www.highmark blueshield.com . - 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. - 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. - Pre-tax payroll deductions for Health Care and Dependent Care Flexible Spending Accounts (FSA) - Coverage may be purchased up to 6x base salary. Total coverage may not exceed \$1,000,000. Statement of Health required for coverage in excess of \$600,000. - 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 5% contribution for new hires. 5% Mandatory employee contributions begin immediately upon hire. 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 \$18,000; \$6,000 additional for employees age 50 or older. Highly compensated employees must direct voluntary contributions to 403(b). 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. Vesting – employer 401(k) contribution requires an employee work three years with at least 1,000 paid hours each calendar year.

THE MILTON S. HERSHEY MEDICAL CENTER

Department of Human Resources

2016 SUMMARY OF BENEFITS FOR PART TIME PHYSICIANS (0.5 – 0.89 FTE)

	contributions can begin immediately upon hire.	*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 least 1,000 paid hours each calendar year, all employer contributions made after 1/1/07 are vested after 3 years (as listed above). 403(b) - additional voluntary contribution up to an amount not to exceed \$18,000; \$6,000 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 Home billed benefit. For information call 1-877-PETS-VPI or log onto http://www.petinsurance.com/affiliates/pennstatehershey_npr
OTHER - Fitness Center - Savings Bonds - Credit Union - Employee Assistance Program - Day Care	Immediate Immediate Immediate Immediate Immediate	- Contact Fitness Center for current rates - 531-7075 - TreasuryDirect: www.treasurydirect.gov - Penn State Federal Credit Union - 1-814-863-0549 or visit www.PennStateFederal.com - ComPsych® GuidanceResources® - 1-866-465-8935 - CCLC of Hershey- On site – 531-5484

Revised: October 22, 2015