PENNSTATE HERSHEY
Milton S. Hershey Medical Center

THE MILTON S. HERSHEY MEDICAL CENTER
Department of Human Resources
2014 SUMMARY OF BENEFITS FOR FULL-TIME PHYSICIANS

BENEFITS	ELIGIBILITY	COMMENT
TIME OFF		
- Vacation	Immediate	- 20 days of vacation time are 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 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. Staff members are eligible for 130 sick days per occurrence of illness at full pay after 6 months of employment.
- Holidays	Immediate	- 6/yr - (January 1st, Memorial Day, July 4th, Labor Day, Thanksgiving and Christmas)
- Leave of Absence	Immediate After 12 months and 1040 hours	- Bereavement, Jury, Military and Personal - FMLA/Post FMLA Medical
- 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.
INSURANCE		
- Health*	Immediate	- Highmark Blue Shield, - PPO, 4 coverage tiers with Health Reimbursement Arrangements (HRA).
- Prescription*	Immediate – Automatic with health plan enrollment	- Highmark – Mandatory Generics Program. Employee Preferred Prescription Drug Program – Purchase prescriptions through HMC Outpatient Pharmacy at reduced costs. www.hmc.psu.edu/pharmacy
- 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/per 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)
- Long Term Disability	Immediate	- 50%, 60%, 66 2/3% Salary Replacement after 6 months of Disability – Own Specialty
- Life Insurance/ADD	Immediate	- Two times base salary up to $1,000,000 coverage at no cost. Employee has option to choose flat $50,000 to avoid taxation. Additional coverage may be purchased. Total coverage may not exceed $1,000,000. MetLife Statement of Health required for coverage in excess of $600,000 employer paid or $600,000 employee paid.
- 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. 5% Mandatory employee contributions begin immediately upon hire. Voluntary employee contributions can begin immediately upon hire.	**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. Mandatory 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 ($115,000 and above annually) 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. *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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		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)** - voluntary contribution up to an amount not to exceed $17,500; $5,500 additional for employees age 50 or older.
SUPPLEMENTAL RETIREMENT (Deferred Compensation)**	Immediate	**457(b)** – full time employees who's annual base salary is $150,000 or more or full time employee who is part of the PSHMC Leadership Incentive Plan - Maximum annual contribution up to $17,500
Penn State Tuition Remission	Immediately for employee. One year waiting period for dependent children and spouse for any semester or summer session in which classes begin on or after an employee's date of full time regular employment.	PSHMC pays 75% remission, while attending any Penn State University campus. This is a reportable/taxable benefit for spouse and dependents. Employee may receive up to $5,250 in federal benefit tax-free.
Tuition Reimbursement	After 6 months of FT employment	PSHMC reimburses 85% for approved course of study, for employee attending a non-PSU campus for a degree which is mutually beneficial to the employee and HMC. The maximum per calendar year is $5,250.
Voluntary Whole Life Insurance	Immediate	Whole life insurance policies available for employee, spouse, 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 : 717-531-7075 http://www.pennstatehershey.org/web/ufc/home - 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 – 717-531-5484

Revised: November 8, 2013

***Note: Domestic Partner coverage is available for health, dental and vision benefits. Contact Benefits Administration at X 6089 for required proof and tax implications.**