



## Your Benefits at a Glance

### RESIDENT TRAINEES

<b>BENEFIT</b>	<b>WHO PROVIDES</b>	<b>ELIGIBILITY DATE</b>	<b>DETAIL</b>
Retirement Savings 403 B / ROTH	Employee	Hire Date	Attained age 21, Tax deferred savings plan.
Retirement Savings Match 403 B  Retirement Savings 403 B	METRO	After 1000 hours in a calendar year	Discretionary employer match on contributions (varies annually based on budgetary goals). 403b Matching funds.  Employer Contribution to 403b plan(discretionary-varies annually based on budgetary goals). 403b Employer Contribution (Hospital)
Bereavement	METRO	Hire Date	Paid time off for immediate family (HR-36)
Cafeteria	METRO	Hire Date	Meals will be provided free of charge (within program limits) while on duty at the hospital within contract guidelines.
Education Allowance	METRO	After 6 Months	Benefit to be determined annually. Financial assistance to defray costs of medical journals, texts and other educational related expenses
Employee Assistance Program	METRO	Hire Date	Confidential counseling on personal problems, substance abuse
Flexible Spending Acct. for health & dep. care	Employee	1 <sup>st</sup> of the month after hire date	Pretax deductions for medical & dependent care Expenses ***Must have a .5 +FTE or more*** See page 2
Holidays	METRO	Immediately	6 paid holidays per year
Hospital Discounts	METRO	Hire Date	Discounts on METRO medical bills for employees & immediate family(ADM-31)
Jury Duty	METRO	After 90 Days	Full pay less jury pay during scheduled work days (HR-42)
Medical Insurance Employee/Dependents	METRO/ Employee	1 <sup>st</sup> of the month after hire date	Blue Cross Blue Shield PPO or Blue Cross Blue Shield, High Deductible Health Plan with HSA
Dental Insurance Employee/Dependents	METRO/ Employee	1 <sup>st</sup> of the month after hire date	Delta Dental Core or High plans
Lab Coats	METRO	Hire Date	Three (3) coats in the first year. Two (2) annually thereafter.
Life Insurance Basic Group Life/AD&D	METRO	1 <sup>st</sup> of the month after hire date	\$100,000+One time salary, rounded to the next higher \$1,000
Leave of Absence <i>Educational</i> <i>Emergency – Personal</i> <i>Medical</i> <i>Military</i> <i>Personal Leave</i> <i>Family &amp; Medical Leave</i>	METRO	<i>After 6 Months</i> <i>After 90 Days</i> <i>After 90 Days</i> <i>Hire Date</i> <i>After 90 Days</i> <i>After 1 yr. &amp; 1250</i> <i>hrs.</i>	HR-62 <i>Up to 1 year – without pay</i> <i>60 days – without pay</i> <i>Medical Leave – without pay</i> <i>Benefits specified by Uniformed Services Act</i> <i>60 days – without pay</i> <i>Reinstatement rights up to 12 weeks-without pay</i>
Paid Time Off (PTO)	METRO	Hire Date	Ten (10) days for interns and Fifteen (15) days for residents For residents per year to be used as vacation/personal days.
Parking	METRO	Hire Date	Free parking in designated areas - with auto sticker (SEC-02)
Prepaid Legal Plan	Employee	1 <sup>st</sup> of the month after hire date	Group Legal Plan through ARAG
Salary Continuation	METRO	1 <sup>st</sup> of the month after hire date	100% Salary Continuation for up to 12 Weeks. (HR-69)
Base Long Term Disability	Metro	1 <sup>st</sup> of the month after hire date	60% of salary up to \$3,000/month
Vision Plan	Employee	1 <sup>st</sup> of the month after hire date	Voluntary vision plan for employee and dependents
Voluntary Critical illness and Accident	Employee	1 <sup>st</sup> of the month after hire	Coverage varies by employee election
Voluntary Life Insurance	Employee	1 <sup>st</sup> of the month after hire date	Employee paid life insurance for self, spouse and children.
Wellness Healthy Best	METRO/ Employee	1 <sup>st</sup> of the month after hire date	Fitness and Wellness Programs- Healthy lifestyle assessment & incentive

If you are enrolled in Employer's high deductible health plan and health savings account, your pre-tax deductions for qualifying medical expenses under the Health Care Flexible Spending Account will be for a limited purpose. For individuals enrolled in Employer's high deductible health plan and health savings account, qualifying medical expenses under the Health Care Flexible Spending Account are limited to expenses incurred for dental or vision care, preventive care (as defined in IRS Notice 2004-23) and other expenses incurred after the minimum annual deductible under Employer's high deductible health plan is satisfied. These restrictions do not apply to tax-free reimbursements from your health savings account (which can be distributed for any uninsured health expense).