

BENEFIT	WHO PROVIDES	ELIGIBILITY DATE	DETAIL
Financial & Retirement Benefits			
Retirement Savings 403(b) / Roth	Employee	Hire Date (must be 21)	Pre-tax 403(b) and post-tax 403(b) Roth retirement savings plan.
Retirement 403(b): Employer Match	Metro Health	See 403(b) Summary Plan Description for Eligibility Information	Discretionary employer match on employee contributions (varies annually based on budgetary goals). Calculated based on total of employee contributions regardless of 403(b) pre-tax and/or Roth. Deposited annually.
Retirement 403(b): Employer Discretionary Contribution			Discretionary employer contribution to 403(b) plan (varies annually based on budgetary goals). Deposited annually.
Salary Continuation	Metro Health	1 st of the month after hire date	100% Salary Continuation for up to 12 Weeks.
Health & Well-Being Benefits			
Medical	Metro Health	1 st of the month after hire date	Blue Cross Blue Shield: PPO or High Deductible Health Plan (HDHP) with HSA.
Dental	Metro Health / Employee	1 st of the month after hire date	Delta Dental: Core or High plans.
Vision	Employee	1 st of the month after hire date	VSP: Basic or Premier plans.
Flexible Spending Account (Healthcare, Dependent Care & Limited Purpose)	Employee	1 st of the month after hire date	Pretax deductions for medical, dental, vision and dependent care expenses. Eligibility will vary depending on medical plan elected.
Group Life / Accidental Death & Dismemberment (AD&D)	Metro Health	1 st of the month after hire date	One time salary + \$100,000, rounded to the next higher \$1,000
Voluntary Life / AD&D	Employee	1 st of the month after hire date	Additional optional life insurance for self, spouse and children.
Long Term Disability	Metro Health	1 st of the month after hire date	60% of salary up to \$3,000/month
Voluntary Accident & Critical Illness	Employee	1 st of the month after hire date	Accident insurance with Wellness Benefit. Critical Illness with or without Cancer coverage.
Legal Plan	Employee	1 st of the month after hire date	Discount on legal services.
Employee Assistance Program	Metro Health	Hire Date	Work/Life, Well-being & Confidential Counseling Benefits.
Hospital Discounts	Metro Health	Hire Date	Discounts on Metro Health medical bills for employees and immediate family.
Time Off Benefits			
Paid Time Off (PTO)	Metro Health	Accrual begins: Hire Date	Fifteen (15) days for PGY1 Residents and Twenty (20) days for all other Residents per year to be used as vacation / personal / sick days.
Holidays	Metro Health	Hire Date	Six (6) paid holidays per year, subject to patient / program needs.
Leave of Absence Educational Emergency - Personal Medical Military Personal Leave Family & Medical Leave	Metro Health	After 6 Months	Up to 1 year - without pay
		After 90 days	60 days - without pay
	After 90 days	Medical Leave - without pay	Benefits specified by Uniformed Services Act
	Hire Date	After 90 days	60 days - without pay
	After 90 days	After 1 yr. & 1,250 hrs.	Reinstatement up to 12 weeks without pay
Jury Duty	Metro Health	Hire Date	Full pay less jury pay during scheduled work days.
Additional Benefits			
Education Allowance	Metro Health	After 6 Months	Benefit to be determined annually. Financial assistance to defray costs of medical journals, texts and other educational related expenses
Lab Coats	Metro Health	Hire Date	Three (3) coats in the first year. Two (2) annually thereafter.
Parking	Metro Health	Hire Date	Free onsite parking
Wellness Healthy Best	Metro Health / Employee	1 st of the month after hire date	Fitness and Wellness Programs