

BENEFIT	WHO PROVIDES	ELIGIBILITY DATE	DETAIL
Financial & Retirement Benefits			
Retirement Savings 403(b) / Roth	Employee	Hire Date	Pre-tax 403(b) and post-tax 403(b) Roth retirement savings plan.
Retirement 403(b): Employer Match	Metro Health	0.5-1.0 FTE = 6 months after hire date	The match is 50% of the first 4% of the employee's pay deferrals - deposited per pay period after eligibility is met
Retirement 403(b): Employer Discretionary Contribution		<0.5 FTE = after completion of 1,000 hours of service during the plan year	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	Blue Cross Blue Shield (VSP Network): Basic or Premier plans
Flexible Spending Account (<i>Healthcare, Dependent Care & Limited Purpose</i>)	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 <i>Educational Emergency - Personal Medical Military Personal Leave Family & Medical Leave</i>	Metro Health	<i>After 6 Months After 90 days After 90 days Hire Date After 90 days After 1 yr. & 1,250 hrs.</i>	<i>Up to 1 year - without pay 60 days - without pay Medical Leave - without pay Benefits specified by Uniformed Services Act 60 days - without pay Reinstatement up to 12 weeks without pay</i>
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	Hire Date	Fitness and Wellness Programs