

# 2009 Schedule III Benefits

(Residents)

<b>Benefit</b>	<i>Description</i>
<b>Accidental Death Insurance</b>	<i>Please see employee manual for complete information. This document serves as an overview only.</i> Paid by Clinic
<b>Additional Time Off</b>	Attendance at professional meetings, recruitment fairs and other events at the invitation of Residency Program Director.
<b>Child Care Reimbursement Accounts</b>	<i>Section 125 Cafeteria Plan. Federally defined plan that allows employee to contribute pre-tax money to an account that will then be returned to the employee for documented child care expenses. Must claim expenses within 90 days of year end or funds are forfeited. Must have funds in account, by federal law prior to distribution of funds.</i>
<b>Cobra Eligible at end of Employment</b>	Yes
<b>Employee Assistance Plan</b>	Provides access to support for situational issues that may affect the employee and/or his family. Includes counseling (up to 5 visits) and initial consultations on legal and financial matters. Confidential, no cost. 24 hour hotline. May request to see provider outside of Salina.
<b>Family Medical Leave</b>	Covered when eligibility met based on federal guidelines. <i>See SHEF policy</i>
<b>Funeral Leave</b>	3 days Immediate Family
<b>Holidays</b>	9 (No Martin Luther King Day) River Festival instead of Good Friday
<b>In House Medical and Dental Care</b>	Medical and Dental: \$500 annual professional courtesy write-off. Salina Regional Health Center accepts insurance plan payments as payment in full for covered services.
<b>Jury Duty</b>	Covered
<b>Liability Insurance (Malpractice)</b>	<i>Covered by Kansas Healthcare Stabilization Fund through Wichita Graduate Medical Education. Coverage extends to locum tenens through KUMC-W. Employee will need to purchase personal policy for moonlighting through the Fund. Salary advance for premium to be paid back via payroll deductions over 90 days.</i>
<b>Licenses and Permits</b>	\$400 annual allowance. May use CME funds if amount exceeds \$400.
<b>Life Insurance</b>	No cost – 2 x Salary. Optional insurance available with payroll deduct of premiums.
<b>Life Support Courses</b>	ACLS, PALS, ALSO, NALS, Basic CPR, (not counted in CME days) – One time during residency.
<b>Long Term Disability Insurance</b>	Payable after 90 days of total disability – 2/3 Salary to \$9000/month maximum. 2 years own occupation/ then all occupations.

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<b>Meals</b>	Lunch meals are provided Monday through Friday if in association with meetings, conferences, and in-house 24 hour call.	
<b>Medical and Dental Insurance</b>	<u><b>Health Cost to Employee</b></u>  Employee - \$20.00 Employee/Spouse - \$70.00 Employee/Child – \$60.00 Family – \$110.00  <i>Cost is based on 26 pay periods.</i>  Current coverage through Blue Cross/Blue Shield of Kansas Rates subject to change each January 1.	<u><b>Dental Cost to Employee</b></u>  Employee – No cost Employee/Spouse - \$14.11 Employee/Child - \$16.11 Family - \$30.23  <i>Cost is based on 26 pay periods.</i>  Rates subject to change each January 1.
<b>Mileage Reimbursement</b>	IRS rate - \$.48.5/mile 2007 – for residency events	
<b>Military Leave</b>	12 days per year for Reserve duty/5 years for Active duty	
<b>Moving Expenses</b>	\$350 documented expenses when moving more than 60 miles. \$2000 salary advance with Residency Program Director Approval	
<b>Pager</b>	Provided.	
<b>Paid Time Off (Vacation / Sick Pay)</b>	PTO 168 hours (July 1- June 30) <ul style="list-style-type: none"> <li>• May be used for vacation, sick, or personal time off when requested according to SHEF policies.</li> <li>• May accumulate to 252 hours; however, ACGME guidelines say that a resident may take no more than 30 days of leave at one time or within the contract year.</li> <li>• Residency Program Director will determine whether or not make-up service and education are necessary in order to certify credit for the residency year.</li> <li>• PTO will be prorated if employment is for a period of less than 1 year.</li> <li>• Benefit has no cash value at end of employment.</li> </ul>	
<b>PDA</b>	One time purchase of Palm Pilot with Epocrates and 5 book titles. Annual subscriptions during residency.	
<b>Prescription Drug Insurance</b>	340B Program for all employees and qualifying family members that are patients of the clinic. Tentative start date is May 1, 2007	

<b>Benefit</b>	<b>Description</b>
<b>Professional Development</b>	<p><i>Please see employee manual for complete information. This document serves as an overview only.</i></p> <p>\$1200 annually. Unused allowance may be carried over; however, fund must not exceed \$2,400 at one time. Funds will not carryover to year 3. 5 paid CME days annually (May not be carried over) with Program Director approval. May be used to cover specialty board exams, laptop computers, software, and educational seminars related to residency program.</p> <p><i>Benefit has no cash value.</i></p>
<b>Retirement Plan</b>	403B Franklin Templeton – Tax Sheltered Employee contributions only through payroll deductions.
<b>Social Security</b>	Withheld
<b>Supplemental Specialty Insurance.</b>	AFLAC plans offered at employee expense. Premiums paid through payroll deduction.
<b>Unemployment Insurance</b>	Must meet state eligibility guidelines.
<b>Uninsured Medical Reimbursement Accounts</b>	<p><i>Section 125 Cafeteria Plan. Federally defined plan that allows employee to contribute pre-tax money to an account that will then be returned to the employee for uninsured medical expenditures. Must claim all expenses within 90 days of year end or funds are forfeited. May recoup all of annual withhold prior to annual contribution accruing in account. Note: All SHEF employee benefit costs are also processed through this account as pre-tax dollars.</i></p>
<b>Up To Date Software Subscriptions</b>	Annual Subscription
<b>Vision Insurance</b>	Exam covered by Blue Cross Blue Shield. No Eyeglass or contact coverage.
<b>Workman's Compensation Coverage</b>	Eligible
<b>Memberships</b>	Memberships are paid for the following medical associations: Saline County Medical Society, STFM, KAFP, AAFP. AMA, AOA for the D.O.