

# Physician

## BENEFITS OVERVIEW

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| <b>Medical/Dental/Vision Insurance Prescription Plan</b>  | Eligible for coverage on the 1st day of the month after hire. Shared cost between Hospital and employee. Employee may choose to cover family members (including domestic partners).  |
| <b>Tuition Reimbursement</b>  | Full time employees receive 100% tuition reimbursement up to \$7,000 annually.<br>Part time employees receive 100% tuition reimbursement up to \$3,500 annually.   |
| <b>NYS College Savings 529 Plan</b>   | Option to contribute to a tax favored program allowing you to save for college expenses through payroll deduction. Consult policy for details.   |
| <b>Retirement Plan/Defined Contribution Plan (403b)</b><br><i>(All contributions are subject to the IRS limits)</i> | The Hospital will contribute a fixed percentage of your base salary based on years of service: (Per Diem employees are not eligible).<br><b>(Must complete one (1) year of service to be eligible)</b><br><br><b><i>After one year of employment, the Hospital will contribute up to:</i></b><br><b>1st year = 6%   2nd year = 8%   3rd year = 10%</b><br><br>For newly hired employees, the WPH 403(b) Plan will automatically withhold 6% of your Plan Compensation from each paycheck after 30 day opt-out period and deposit such amounts into the Plan as a Salary Deferral. The automatic deferral amount will increase each year by 1% up to a maximum of 10%. Employees may opt out at any time. |
| <b>Deferred Compensation Retirement – 457(b) Plan</b>   | Eligible physicians may contribute a portion of their salary on a tax-deferred basis (up to IRS limit,) into a deferred compensation retirement plan. More information is provided in benefits packet.   |
| <b>Wellness /Financial Support</b>  | On-site wellness coaching services available. Individual Financial Wellness/Advisory services available through Merrill Lynch at no cost.  |
| <b>Group Life Insurance</b>   | Full time employees only. Employer funded. Eligible after 6 months of FT employment. Benefit is equal to 150% of annual salary up to \$300,000.  |
| <b>Supplemental Life/Legal/Disability/Cancer Care/Auto/Home Insurance</b>   | Eligible and employee contribution only (group rates).   |
| <b>Long Term Disability</b>   | Full time employees only. Employer funded. Eligible after 6 months of employment. 60% of monthly salary up to \$10,000/month   |
| <b>Flexible Spending Accounts (Healthcare and Dependent Care)</b>   | Eligible and employee contribution only  |
| <b>Credit Union/ATM/Direct Deposit</b>  | Eligible immediately   |
| <b>WP Hospital Medical Staff Dues</b>   | Paid by Hospital   |
| <b>CME's, Dues, Subscriptions, Travel</b>   | Up to \$2,500 annually (5 days per calendar year)  |
| <b>Malpractice</b>  | Covered expense  |
| <b>Parking</b>  | \$8/per bi-weekly pay period through payroll deduction   |