



Rutland Regional Medical Center

An Affiliate of Rutland Regional Health Services

Physician SUMMARY OF BENEFITS

Health Insurance

Employee may choose from two health insurance plans – a POS or a PPO. Under each selection you may cover yourself, yourself and one dependent, or yourself and two or more dependents.

Waiting Period – The first of the month following 30 days of active service

Dental Insurance

Employee may choose from two dental plans, Preventative or Comprehensive. You may cover yourself, yourself and one dependent, or yourself and two or more dependents.

Waiting Period – The first of the month following 30 days of active service

Vision

Employee may choose to elect a vision benefit. You may cover yourself, yourself and one dependent, or yourself and two or more dependents.

Waiting Period – The first of the month following 30 days of active service

Short-Term Disability

Executive Compensation – paid at 100% up to 180 days.

Long-Term Disability

Two Options:

- (1) Employer provides coverage after 180 days at 60% of pay (limited to \$3,500/month).
- (2) 70% of pay – employee pays difference in premium costs (limited to \$4,500/month).

Earning \$80,000 or more per year:

Employer paid benefit through Liberty Mutual after 180 days at 60% of basic monthly earnings not to exceed a Maximum Monthly Benefit of \$10,000. Will be offset by benefits from any other income.

Granting of time off for illness will fall under the Family and Medical Leave Act (FMLA) and Personal Leave of Absence guidelines.

Tax-Free Reimbursement Accounts

Employees may put up to \$2,500 in a Health Care Reimbursement Account, or up to \$5,000 in a Dependent Care Reimbursement Account. The monies are deducted from the employee's paycheck on a pre-tax basis.

Life Insurance

Employer provides one times annual base salary to a maximum of \$500,000. Additional insurance is available (up to AD&D 6 times base salary) at cost to employee. Maximum coverage \$1,000,000.

Dependent Life is also available. Spouse benefit in increments of \$10,000 to a maximum of \$250,000 (not to exceed employee optional life amount). Child Life benefit of \$10,000 for children under the age of 26.

403(b) Retirement

Employees may participate in the 403(b) Retirement Savings Plan which offers a variety of investment options through Fidelity Investments. All new hire employees at least 21 years of age are automatically enrolled in RRMC's 403(b) Retirement Savings Plan at a pre-tax contribution rate of 3%. Contributions start 30 days after an employee's date of hire or after they turn 21 years of age, including an employer matching contribution of 25% on the first 2% of an employee's earnings contributed to the Plan. Employees may opt-out of the program or elect a higher contribution rate. Auto-enrolled participants will have their contribution rates increased by 1% annually (in January) for the first 2 years (up to a rate of 5%).

Roth 403(b)

Employees may participate in the Roth 403(b) Tax-Free Retirement income option. Unlike a traditional, pretax 403(b), the Roth 403(b) allows you to contribute after-tax dollars and then withdraw tax-free dollars from your account when you retire.

Retirement Plan

Defined Contribution Plan – One year waiting / must maintain a .1 FTE or higher. Graduated contributions are made by RRHS each pay period based on the following:

<u>Age + years of service</u>	<u>Plan Contribution</u>
< 40	4%
40 – 59	6%
60 – 79	8%
80+	10%

457(b) Plan

This plan is intended to constitute an unfunded, eligible deferred compensation plan as Described in IRC section 457(b) which is maintained by a tax-exempt organization primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

529 College Savings Plan

Scholars Choice of Vermont Higher Education Investment Plan.
Vermont Higher Education Investment Plan.

Long Term Care Insurance

New York Life Insurance Company