

THE MICHIGAN DIFFERENCE

PA BENEFITS AT A GLANCE



275+

Physician Assistants
at Michigan
Medicine.

64

Clinical services across the
Health System provide direct
patient care.

MAGNET
RECOGNIZED



AMERICAN NURSES
CREDENTIALING CENTER

2:1
Matching
retirement
plans

Loan
Forgiveness



40 HEALTH CENTER LOCATIONS

#1 HOSPITAL IN THE STATE OF MICHIGAN

2015 U.S. NEWS & WORLD REPORT'S 'BEST HOSPITALS'



HEALTHIEST 100 WORKPLACES IN AMERICA

HEALTHIEST EMPLOYERS LLC

When you bring your career as a Physician Assistant to Michigan Medicine, you're sharing your talents with the global community, through the reach and reputation of our world-class academic medical center.

Not only does Michigan Medicine offer Physician Assistants an opportunity to participate in cutting edge clinical care, ground breaking research, or clinical trials—you will do so in one of America's most vibrant and fun places to live and work.

We make it a priority to care for the needs of our employee family whose talents and dedication embody The Michigan Difference. As a part of our total commitment to our employees, we are proud to offer an extraordinary selection of benefits, resources, and programs including:

- Flexible Benefit Programs
- Time Off Allowances
- Qualifies For Federal Public Service Loan Forgiveness
- Tuition Support Programs
- Retirement Plans
- Free Process Improvement (PI CME)
- Wellness plans
 - Physical Health
 - Mental Health
 - Work Health
 - Work/Life resources



MICHIGAN MEDICINE
UNIVERSITY OF MICHIGAN

For career opportunities please visit www.UMHSPA.org

Flexible Benefits Overview

Our Flexible Benefits Programs empower Physician Assistants working at least 20 hours/week, to select:

- The health plan that works for you
- The dental coverage that you want
- The vision coverage that you need
- Group Legal services
- Flexible Spending Accounts for childcare, medical care, and more

Time Off Allowance

Michigan Medicine PAs accrue paid time off each month, at rates based on their specific appointment and FLSA status. During the first year of employment, PAs acquire more than four weeks of combined sick, vacation, and personal time, in addition to observed holidays. Over time, PAs can accrue in excess of six weeks total paid time off per year.

University Observed Holidays

The following days are observed as paid holidays annually: New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day.

PAs also have the flexibility to substitute observed holidays for additional time off to meet personal needs, as scheduling allows.

Tuition Support Program

After six months of employment, PAs become eligible for our tuition support program. This program provides partial reimbursement for job related education courses or degrees that lead to other careers within the University.

Federal Public Service Loan Forgiveness

Michigan Medicine qualifies for enrollment in the Federal Public Service Loan Forgiveness program that allows the forgiveness of student loans after 10 years of service in a qualifying facility.

Free Process Improvement CME Opportunities

Under the Office of Continuous Professional Development, the University was granted the ability to allow physician assistants to create and implement their own quality improvement projects that will be eligible for PI CME credit under the new NCCPA guidelines, free of charge.

Retirement Plans

Michigan Medicine provides an incredible, tax deferred retirement annuity featuring:

- 2:1 Matching—Contribute a percentage of your salary to the retirement annuity plan and Michigan Medicine contributes an additional percentage in matching funds after the first year of employment
- 100% tax deferred contributions
- Choice of retirement plans, including TIAA-CREF and Fidelity

- 100% employee vesting—All retirement savings plan contributions and earnings are vested immediately. This means that your contribution and earnings are yours for retirement, or to be paid to your designated beneficiary/beneficiaries in the event of death.

Wellness Programs

As a leading health system, we recognize the need for healthy lifestyles in and out of your daily work environment. That's why we provide a variety of resources to keep you healthy, active, and in control of your overall well-being, including:

Physical Health

- MHealthy Nutrition Consultation
- Ready to Lose: MHealthy Weight Loss Program
- Active U: A twice a year physical activity challenge
- Personalized Exercise Session
- The University of Michigan Radrick Farms Golf Course
- Varsity Tennis Center and Palmer Tennis Court
- Several on-campus recreational fitness centers
- On-site exercise classes offered year-round

Mental Health

- Employee Assistance Program
- MHealthy Thrive!
- Psychological Clinic
- University Center for Children and Families
- Depression Center

Work Health

- Occupational Health Service
- Occupational Safety and Environmental Health
- Safety Management Services
- Infection Prevention and Epidemiology

**This information is intended as a general overview of the benefits provided to our employees. While many benefits apply consistently and universally across our health system, there are variables in how certain benefits and programs apply within specific job areas. For complete details on benefits within your area of interest, please inquire with your recruiter or hiring manager.*

***Additional informational benefits and specific plan detail is available at: hr.umich.edu/benefits-wellness*



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UNIVERSITY OF MICHIGAN

A Non-Discriminatory, Affirmative Action Employer

www.UMHSPA.org