



2018 Total Rewards Package – Residents / Fellows

We are pleased to offer a designated concierge service for our executive, physician and resident/ fellows. We can be reached at (844) MyPhyHR (844-697-4947) or TotalRewards@northwell.edu.

HEALTH AND WELFARE BENEFITS

- ☐ **Medical:** UHC Value, Buy-Up and HSA plans
 - Prescription Drug Plan
 - Wellness Pledge Credit Program- \$1,040 annual paycheck credits for 4 healthy actions
- ☐ **Dental:** choice of two plans through Cigna
 - DHMO (in-network only)
 - PPO (in- and out-of-network)
- ☐ **Vision:** plan through Davis Vision
- ☐ **Flexible Spending Accounts (WageWorks):** Health Care, Dependent Care and Commuter benefit
 - **Short-Term Disability Plans (AbsenceOne):** 12 weeks of salary continuation – 50% Employer Paid, 60% option
- ☐ **Long-Term Disability Plans (AbsenceOne):** automatic 50% Employer Paid, 60% Buy-Up option
- ☐ **Life Insurance/(Aetna):** automatic 1.5 times base salary up to \$500k
- ☐ **Supplemental Life (Aetna):** 1 to 5 times base salary up to \$1 million
- ☐ **Voluntary Dependent Life Insurance (Aetna):** Spouse= \$25k or \$50k; and Children = \$5k or \$10k

ADDITIONAL/VOLUNTARY BENEFITS

- ☐ Accident Insurance, Hospital Indemnity, Critical Illness Insurance, ID Theft, Pet Insurance, Legal Insurance, Permanent Life Insurance

RETIREMENT PROGRAM

- ☐ Voluntary employee contributions on a pre-tax and post-tax basis, up to annual IRS dollar limits
- ☐ Voluntary after-tax contributions of up to 10%

WORK/LIFE BENEFITS

- ☐ 20 days of Paid Time-Off (PTO) frontloaded. These 20 days must be used during the period covered by the contract and may not be carried into subsequent years.
 - Not entitled to:**
 - **Bereavement leave**
 - **Holiday time**
 - **Marriage leave**
- ☐ Discounts and Wellness Programs including: free smoking cessation, discounted gym memberships, free counseling services, Federal Credit Union membership, and other employeeservices

Note: All requests for leave, other than disability, are reviewed by the Department Chairman on a case-by-case basis. All time away from formal graduate medical education, other than allocated PTO, may lead to shortfall in the time needed to complete the requirements of both the residency program and the corresponding certifying Board. In such situation, additional months of training may be necessary.

Disclaimer: The above is intended only as a summary of the benefits provided by Northwell Health as of January 2017. This is based on eligibility, which is fully outlined in the Summary Plan Descriptions and the New Hire Benefits package. The health system reserves the right to add, amend, or terminate any benefit at its sole discretion. Please refer to the Summary Plan Descriptions for details.