

THE MICHIGAN DIFFERENCE

PA BENEFITS AT A GLANCE

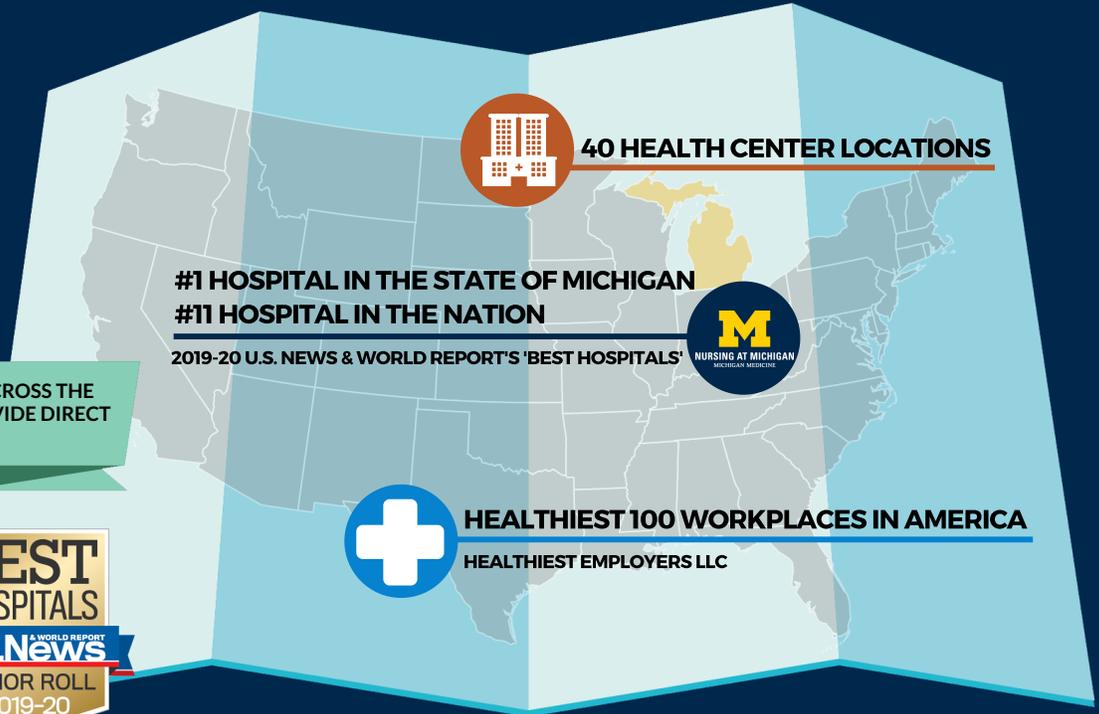


330+

PHYSICIAN ASSISTANTS AT MICHIGAN MEDICINE

64

CLINICAL SERVICES ACROSS THE HEALTH SYSTEM PROVIDE DIRECT PATIENT CARE



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 Health, Dental, and Vision Plans
- Retirement Savings Plans
- Group Term Life Insurance
- Long Term Disability Plan
- Generous Time Off Allowances
- Annual Professional Development Funds
- Paid Maternity and Parental Leave
- Wellness Plans
- Work/Life Resources



A Non-Discriminatory, Affirmative Action Employer

For career opportunities, please visit www.UMHSPA.org

FLEXIBLE BENEFITS OVERVIEW

An employee hired into a regular position with an appointment of at least 20 hours per week is eligible for full health insurance, vision, and dental benefits on the first day of employment.

Health Plans

A selection of health plans to help you stay well and protect yourself and your family. Eligible employees and retirees can select from Comprehensive Major Medical, U-M Premier Care and Community Blue PPO.

Dental Plan

Administered by Delta Dental of Michigan, to promote regular dental visits and good oral health.

Vision Plan

Davis Vision, a national administrator of routine vision care programs, provides benefits under the Vision Plan.

RETIREMENT PLANS

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

- 100% tax deferred contributions
- 100% employee vesting—All retirement savings plan contributions and earnings are vested immediately.

For all faculty/staff of Michigan Medicine, University contributions to the Basic Retirement Plan will be temporarily suspended from July 1, 2020 through June 30, 2021. Some exclusions may apply, check with your recruiter or hiring manager.**

GROUP TERM LIFE INSURANCE

The University of Michigan provides a basic level of life insurance coverage at no cost to faculty and staff, with the option to add more coverage for yourself or your dependents at your expense.

LONG TERM DISABILITY PLAN

Long-Term Disability (LTD) insurance protects you and your family financially by providing a source of income if you become disabled and can no longer work. In addition, coverage includes benefits that you have at the time of disability, such as medical and prescription drug coverage for you and your eligible dependents enrolled at the time of your disability.

TIME OFF ALLOWANCE

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

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

As of May 1, 2020, the tuition support program has been suspended for Michigan Medicine employees.**

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 PERFORMANCE IMPROVEMENT CME (PI-CME) OPPORTUNITIES

Under the Office of Continuous Professional Development, the University was the first in the nation to grant physician assistants the ability to create and implement their own quality improvement projects that will be eligible for PI CME credit, free of charge.

PROFESSIONAL DEVELOPMENT

Each Physician Assistant will receive an allocation to use for professional development and continuing medical education (CME). A minimum of \$1500 should be allocated for each full-time PA, for the purpose of professional development. Allocations for PAs who have less than a full-time appointment will be prorated based on his/her appointment effort. Other expenses may be covered upon approval of the designated individual within each Section or Department.

PAID MATERNITY AND PARENTAL LEAVE

- Birth mothers may take up to 6 weeks of maternity (childbirth) leave + 6 weeks of parental leave, for a total of up to 12 weeks.
- Non-birth parents, including fathers, may take up to 6 weeks of parental leave.

WORK/LIFE RESOURCE CENTER & WELLNESS PROGRAMS

The Work/Life Resource Center offers resources for child care, elder/dependent care and any other assistance an employee may need in maintaining a healthy balance between work and personal responsibilities. See more information at www.umich.edu/~hrra/worklife.

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 with our MHealthy program. See more information on this university-wide effort at mhealthy.umich.edu.

LICENSURE REQUIREMENTS

Upon employment, each Advanced Practice Professional applicant must have a license to practice in the State of Michigan. APRNs must have successful completion of the credentialing and privileging process prior to starting.

***These actions are a part of Michigan Medicine's economic recovery plan to address the financial implications of the COVID-19 pandemic.*

For complete details on benefits, please visit: hr.umich.edu/benefits-wellness or inquire with your recruiter or hiring manager.

