

Salary & Benefits Information

Resident Stipends and Benefits 2021-2022

The benefits and salaries provided are effective July 1, 2021. They are subject to review and may be revised at the end of the program year.

PGY 1: \$62,219 | PGY 2: \$64,740 | PGY 3: \$67,793 | PGY 4: \$71,172 | PGY 5: \$74,145

Huntington Hospital offers a comprehensive benefits package including medical, dental, vision at no cost for the resident and a nominal fee for family. Additional benefits include a flexible spending reimbursement account and long-term disability insurance. Other benefits include:

- Liability Insurance - Malpractice coverage is provided for residents while on duty in the hospital or on approved rotations at participating institutions.
- Vacation - Each resident receives four weeks of paid vacation.
- Sick Leave - Up to twelve days per year.
- Holidays - Up to six days per year.
- Meals - There is a daily food allowance, which can be used in our cafeteria.
- Uniforms - White coats with your embroidered names are provided along with vouchers for dry-cleaning.
- On-Call Rooms - On-call rooms are provided and assigned on a permanent basis for the duration of training.
- Parking - Complimentary parking is provided.
- Conference Fund - Funds are available for attending and presenting at national/regional conferences.
- Educational Grant - Educational stipends are available for board preparation and access to technology.
- Licensure - Upon completion of the first year of training, all residents are required to apply for the California Medical License and subsequently the DEA license. Both licenses are required and reimbursed by the program.



Summary of Benefits - Residents

This summary describes benefits, which are in effect as of January 1, 2021.

Our goal is to provide you and your dependents with a comprehensive, high-quality benefits package that adds to your employment satisfaction and financial security. Our benefit program offers you freedom of choice and tax-saving features, at an affordable price. You'll find your rates on a separate sheet included with your enrollment materials. Your medical, dental, vision and LTD benefits are effective on your date of hire. All other benefits are effective the first of the month following your date of hire. You may choose from a wide variety of plans designed to offer you the benefits that make the most sense for you and your family. You may waive health coverage if you are insured elsewhere.

Medical Options:

- Huntington Hospital Choice Plan - \$250 Deductible
- Huntington Hospital Choice Plan - \$500 Deductible
- Waive coverage

Dental Options:

- DeltaCare USA - HMO
- Delta Preferred - PPO
- Delta Preferred Plus - PPO
- Waive Coverage

Vision Options:

- Vision Service Plan
- Waive Coverage

Long Term Disability Options:

Income replacement for employees unable to work for more than six months. This plan has a benefit of 60% of your monthly earnings to a maximum of \$2,000 per month. Coverage is 100% employer paid.

Tuition Reimbursement Program:

Full-time and part-time employees may apply for benefits after 90 days of employment. Employees are eligible to apply for tuition reimbursement for courses related to career advancement within Huntington. Benefits are \$1,500 - \$2,500 per calendar year based on years of service and prorated for part-time hours. Approval must be obtained prior to starting the course work.

Employee Assistance Program (EAP):

Effective upon employment, EAP provides confidential, short term counseling. The EAP provides 3 free confidential visits for counseling, stress-relief and work-life balance. You can also access legal and financial resources.

Wellness PATH Program:

As part of the Wellness PATH Program, Huntington Hospital offers a number of employee Wellness and Disease Management Programs and resources such as: an on-site health coach, telephonic and group health coaching programs, monthly wellness webinars and fitness centers at a discounted rate.

All employees can also earn an entry into an opportunity drawing for a \$100 concierge gift card when they earn 1,200 Wellness Points by completing the **2 steps** required below by August 31. For more information visit the Huntington Wellness Path website at www.myactivehealth.com/HuntingtonWellnessPath.

- **Step 1:** Complete the online Health Assessment on the Wellness Path site for 1,000 Wellness Points.
- **Step 2:** Earn an additional 200 Wellness Points. Details and deadlines will be provided by the benefits department.

Summary of Benefits (continued)

State Disability Insurance:

The Hospital participates in the California State Disability Insurance Program, which provides benefits to employees out of work due to a disability.

Workers' Compensation:

This insurance protection covers medical expenses, hospital expenses and disability payment in the event of an on-the-job injury. An employee must report any work-related injury or illness to their manager.

Shift Differential:

Shift Differential is paid to eligible employees who work evening and night shifts.

Vacation and Holiday Pay:

Huntington Hospital's paid vacation benefit is offered to eligible employees to use for the purpose of hospital designated holidays, vacation, and other time off needed for personal reasons unrelated to an employee's illness, injury or other medical condition.

Eligibility

All regular full-time residents are eligible for vacation time.

Vacation Accrual

All residents are front-loaded 304 vacation hours annually in June.

Sick Time:

California Paid Sick Leave (PSL): is provided to all employees in compliance with California's Healthy Workplace Healthy Family Act. Residents are eligible for 3 days of PSL which are front loaded annually in June.

Refer to Sick Time Policy No. 895 for more details.

Other Time Off Programs:

- Jury Duty (HR Policy No. 878)
- Bereavement (HR Policy No. 879)
- Leaves of Absence (HR Policy No. 877)

Flexible Spending Accounts:

Employee may set aside pre-tax dollars to pay for eligible out-of-pocket health care and/or dependent care expenses.

- Health Care Spending Account (\$100-\$2,750 annually)
- Dependent Care Spending Account (\$100 - \$5,000 annually)

Other Voluntary Benefits Available:

- Short Term Disability
- Whole Life Insurance
- Hospital Indemnity Insurance
- Accident Insurance
- Critical Illness and Cancer Insurance
- Auto Insurance
- Pet Insurance
- Prepaid Legal/Identity Theft Insurance

On-Site Concierge Service:

Rewards employees with more quality free time outside of the workday. This is an on-site program designed to care for employees' personal 'to do' lists, and enhance their work/life balance in a convenient, reliable, and affordable way. Discounts are offered for various amusement parks, activities and movie theatres.

Employee Discounts:

Employees receive a discount in the cafeteria and selected items in the gift shop.

Credit Union:

Employees are eligible for credit union banking services effective upon employment. Employees may apply for loans after six months of employment. Contact First City Credit Union at 800.944.2200.

Employee Rideshare Program:

This program encourages employees to find alternatives to driving to work alone. Incentives include preferred parking, transit passes subsidies, and concierge dollars.

Parking Facilities:

Free parking in employee designated areas.

Summary of Benefits (continued)

Huntington Memorial Hospital Retirement Savings Plan: 403(b)

Upon employment, employees may participate in the Huntington Memorial Hospital Retirement Savings Plan 403(b), which provides additional retirement income. Contributions are made pre-tax up to the IRS limits, and will reduce taxable income.

Huntington Memorial Hospital Matching

If you participate in the retirement savings plan and meet the three eligibility criteria, the hospital will match 50% of your deferral up to a maximum matching contribution of 2% of eligible earnings.

Employee Deferral	Hospital Contributes to Your Retirement
1%	0.5%
2%	1%
3%	1.5%
4%	2%

Huntington Memorial Hospital Non-Matching

In addition to the Huntington Memorial Hospital matching contribution, the hospital will contribute an amount equal to at least 1% and up to 6% of eligible earnings based upon years of service.

Years of Service	Hospital Contributes to Your Retirement
1-4	1%
5-9	2%
10-14	3%
15-19	4%
20-24	5%
25 or more	6%

Vesting

You always have 100% ownership of the money you contribute to your retirement savings plan and its earnings.

Funds that Huntington Memorial Hospital contributes become yours (vested) over time according to your retirement plan years of service.

Retirement Plan Years of Service*	Percent of Vesting
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years	100%

For additional information, please visit our benefits website at www.benefitshh.bswift.com.

This benefits summary highlights the core benefits of Huntington Hospital's Employee Benefit Program. It is designed to assist you in selecting benefits for you and your family. This summary does not include plan details or specific rules, which are provided in the legal documents such as: Summary Plan Description (SPD), Evidence of Coverage (EOC), and plan documents. If there are any inconsistencies between this summary and the legal plan documents, the plan documents will prevail. Huntington Hospital reserves the right to change, discontinue or increase contributions for benefits at any time.