

TMC HEALTH MEDICAL EDUCATION PROGRAM RESIDENCY AGREEMENT

[PGY-1 RESIDENT]

ATTACHMENT #1

ANNUAL STIPEND AND BENEFITS PLAN 2023-2024 Addendum

Residents \$61,508 + \$3,800 Benefits Stipend = \$65,308

Eligibility

- **Benefits start the first of the month following the date of hire**
- Full time employees assigned 30 or more hours per week | Part time employees assigned to 24-29 hours per week
- Dependent and Domestic Partner coverage
- Program Year – June 24 thru June 23 (Hire Date typically in June to allow benefits to start July 1)
- Orientation Period – Approximately 2 weeks before program year start date (mid-June)

Health and Welfare Benefits

- **Medical/Rx – UMR and Alluma**
 - Three Plan options: Red (PPO) and Blue & Yellow High Deductible Health Plan (HDHP) utilizing the United HealthCare Choice Plus provider network with special discounts for using the TMC preferred network; not all services available under the TMC preferred network
 - Includes **Prescription Coverage** with advantages when utilizing TMC’s convenient Outpatient Pharmacy; Specialty Rx coverage through TMC Outpatient Pharmacy.
- **TMCOne Fast Pass: (520) 324-PASS (7277)** – Expedited service for TMC employees and their families. A patient ambassador is dedicated to scheduling same-day, primary care, and specialist appointments. As part of the TMC family you now have access to convenient, quality care that works with your schedule.
- **Telemedicine: TMC Now (855) 754-6898 to register visit TMCnow.tmc.az.com**
A provider is just a click away. Think of TMC Now as a virtual house call. With TMC Now, providers can treat and prescribe medication to address your non-emergency conditions, whether you’re at home, at work or traveling.
- **TMC Urgent Care: (520) 324-4690** – What we treat: fever, sore throat or cough, wheezing, flu-like symptoms, nausea, urinary tract infections, sinusitis and allergies, general/mild abdominal pain, sprains and fractures, minor burns or skin infections, small cuts that may require stitches.
- **Health Savings Account (HSA) – Optum Bank**
 - For employees enrolled in the Blue Plan (HDHP)
 - TMC contributes \$500 for employee and \$1000 for family (**pro-rated** based on eligibility or enrollment date)
 - For employees enrolled in the Yellow Plan (HDHP)
 - TMC contributes \$750 for employee and \$1500 for family (**pro-rated** based on eligibility or enrollment date)
- **Dental**
 - Two Plan options: **EDS** (Employers Dental Services), a local HMO-style Plan and **MetLife**, a PPO Plan
- **Vision – MetLife** – Eye exam \$10 copay; Lenses & frames \$10 copay; Frame allowance \$150
- **Flexible Spending Account (FSA) – Wageworks**
 - TMC pays all administration fees
 - Health Care FSA and Dependent Care FSA; Limited Purpose FSA available to those electing Blue or Yellow Plan

➤ **Life Insurance and Accidental Death & Dismemberment – *The Standard***

- Basic Life 100% employer paid at 2 x annual salary to a maximum of \$250,000
- Additional Voluntary Life & AD&D, Dependent AD&D, Dependent Spouse & Child Life

➤ **Short Term Disability – *The Standard*** – 6/12 policy – no claims within first 12 months for any pre-existing conditions 6 months prior to effective date; rates based on age and salary; paid at 60% of earnings

➤ **Long Term Disability – *The Standard*** – 100% employer paid; paid at 60% of earnings

➤ **401(k) Retirement Plan – *T. Rowe Price***

- Auto-enrollment at 6% in Target Date Retirement Fund
- Employer match of 50% up to 6% of eligible compensation immediately upon hire (deduction within 2-3 pay periods)
- Employer match vested after completion of two years of service

➤ **Live Well Credit Program** – may earn up to \$400 for employee if enrolled in medical plan; promotes employee wellness and offsets medical premiums

➤ **Employee Gym** – \$12 per month membership

➤ **Employee Assistance Program – *MHN*** – 100% employer paid

➤ **Back-up Child & Adult Care Program – *Corporate Care Solutions*** – 15 days per year; copay \$5 per hour (min.4 hrs)

➤ **Employee Discount Program – *PerkSpot*** – Exclusive discounts from your favorite brands with 30,000 national and local offers

➤ **Professional Liability Insurance** – While performing duties that are normally included in the training program (includes “tail coverage”)

➤ **Additional Fringe Benefits**

- Accident, Critical Illness, Hospital Indemnity Insurance (MetLife)
- Auto & Home Insurance (MetLife)
- Legal Plan (Hyatt Legal/MetLife)
- Workers’ / Unemployment Insurance
- Long Term Care Insurance (varies)
- Pet Insurance (ASPCA-Discount)
- Tuition Assistance (Annual \$6,500)
- Social Security Employer Contribution

Meal allowance

TMC meal allowance will be distributed based on the meal allowance policy.

Benefit plan year effective January 1 through December 31. Benefits are subject to change periodically. All employees will be notified prior to any changes becoming effective.

Resident Signature

Date