

## DEACONESS GERIATRIC FELLOWSHIP SALARY AND BENEFITS

	<b>Fellow</b>	<b>Method of Payment</b>
<b>Salary</b>	\$72,865	Paid bi-weekly
<b>Relocation</b>	Up to \$3,000	Maximum reimbursement for documented relocation expenses incurred prior to the effective date of fellow agreement or within 90 days thereafter.
<b>Professional Development Fund*</b>	5 days \$1,400	With prior approval, paid upon completion & approval of travel expenses submitted to Concur (health system reimbursement software).

\* Unused professional development fund dollars and time are not paid out upon termination of fellow agreement.

### ESSENTIALS OF BENEFITS

The following table is provided for the purpose of providing Fellow with a summary listing of current benefit essentials offered by Hospital. Plan documents, benefit summaries and policies should be consulted for complete benefit information and details. Benefits are subject to satisfaction of eligibility, coverage, offerings and requirements, which are subject to change without notice at Hospital's sole discretion. Fellow's hourly compensation rate is used to calculate some benefit values. Benefits are subject to changes applicable to similarly situated Hospital employees.

<b>Medical , Dental &amp; Vision Insurance</b>	Health, vision and dental insurance coverage available for eligible employees. Fellow and Fellow's covered dependents are subject to the same eligibility and contribution guidelines as other employees (portion of premium, deductible, discount, co-insurance, etc.) for employees authorized to work at least 40 hours per 2 week pay period.
<b>Basic Life Insurance</b>	1 x annual base salary up to maximum of \$500,000 (plus an accidental death benefit) for employees authorized to work at least 40 hours per 2 week pay period.
<b>Optional Life Insurance</b>	Additional coverage available 1, 2 or 3 time's annual salary plus double indemnity for accidental death for employees authorized to work at least 40 hours per 2-week pay period.
<b>Dependent Life Insurance</b>	Coverage available for spouse and eligible dependent children for employees authorized to work at least 40 hours per 2-week pay period.
<b>Health &amp; Dependent Care Expense Accounts</b>	Fellow may direct funds into a non-taxable reimbursement account for non-covered medical or dependent care expenses.

<b>Time Off</b>	Fellow is eligible for 30 paid shift days for personal time off during the Term of the Agreement. Requests for Time Off shall be in accordance with Departmental staffing and on-call guidelines and approval by Hospital. Unused Time Off is not paid out upon termination or expiration of this Agreement.
<b>401 (k)</b>	Fellow may participate in Hospital's 401 (k) Plan whereby Fellow can direct in Hospital's Plan on a percent of salary up to the federal maximum and applicable thresholds, without any employer match, but with Base contributions.
<b>457 (b) Deferred Compensation Plan for Physicians</b>	Fellow may participate in Hospital's nonqualified 457 (b) Plan whereby Fellow can direct into the Plan on a percent of compensation up to the federal maximum and applicable thresholds in accordance with the Plan's terms. Eligibility is the first day of the calendar month following employment and submittal of a deferred compensation agreement.
<b>Income Continuance &amp; Income Disability</b>	Subject to eligibility, Fellow is covered by a combination of Hospital Income Continuance Guidelines and the Group Long Term Disability Policy. Income Continuance provides income protection based on years of service and may extend to 180 days. Long Term Disability coverage provides up to 60% of base compensation starting with the 181 <sup>st</sup> calendar day of disability, subject to a maximum monthly benefit of \$10,000.
<b>Medical Malpractice</b>	Hospital will purchase medical malpractice insurance policy for Fellow in accordance with Fellow agreement terms.
<b>Cell Phone</b>	Hospital will provide Fellow with a monthly stipend for personal communication devices in accordance with policy guidelines.
<b>Travel</b>	Mileage Reimbursement – As with other Hospital employees, Fellow will be reimbursed for work-related travel at the applicable Hospital reimbursement rate for employees. Fellow is responsible for travel costs to Fellow's initial place of business.
<b>Professional Development Fund</b>	Hospital will provide Fellow with up to \$1,400 for Professional Development (CME) and up to 5 paid shift days of CME time off. Subject to prior approval upon completion and approval of travel expense voucher. Unused CME funds and time are not paid out upon termination of the Agreement.
<b>Relocation</b>	Hospital will provide Fellow a maximum reimbursement of \$3,000 for documented relocation expenses incurred prior to the Effective Date or within 90 days thereafter.