

Munson PGY1 Residency Stipend

- The Stipend for the July 1st thru June 30th PGY1 Residency period is \$49,900 divided in every 2 week paychecks.
 - This Stipend is consistent with completion of the 12-month residency model schedule
 - Additional time to complete the residency; or ending the residency early changes the terms of the stipend.
- If a Graduate Intern training program is offered prior to the start of the residency; the resident will be paid hourly at a rate of \$24.00 per hour.

Munson PGY1 Residency Travel Approval and Financial Support

- Travel to educational programs and professional pharmacy organizational meetings have been supported by Munson Medical Center when travel restrictions are not in place for infectious disease reasons and when they are supported financially by the institution:
 - The 2 programs that we seek to support financially for residents to attend are:
 - ASHP Midyear
 - Great Lakes Pharmacy Residency Conference
 - In the event that these meetings cannot be supported; the resident will be informed at least 1 week prior to end close of registration date.

Munson Healthcare Employee Benefits

Munson Healthcare's purpose, We Improve Lives, is not just about what we do every day for our patients. It is also about how we care for and support our Healthcare Team, including a competitive compensation and benefits package, well-being resources and employee recognition and development opportunities.

Our benefits package is comprehensive and flexible. You can select the benefits that suit you and your family's health, dental, optical and financial needs including:

Health and Welfare Benefits

Medical Care coverage is available through Priority Health

- Option A: Priority HMO – All services must originate from Priority Health HMO providers; includes well-care and preventative coverage.
- Option B: Priority Point of Service (POS) – HMO coverage plus an additional level of out-of-network coverage.
- Option C: No Medical Coverage – May select if covered by another source (such as spouse).

Health insurance benefits are available to your spouse if they do not have other coverage available or if other coverage costs more than \$100 per month. If your spouse can purchase coverage for less than \$100 per month, they must enroll in that plan to be covered under Munson Healthcare's plan. Spousal eligibility must be confirmed each year.

Dental Care coverage is available through Delta Dental

- Option A: \$1000 annual coverage per plan member. Pays 100% for preventative care; 50% for x-rays, restorative and prosthodontics; and 50% for orthodontia for children under age 19, with lifetime maximum of \$2000 per child.
- Option B: Covers same services as above, but with \$1500 annual coverage per plan member and coverage at 75% for applicable services other than preventative and orthodontic (which is the same as Option A).

Optical coverage is available through VSP and covers one set of eyewear per year.

Short & Long-Term Disability (STD/LTD)

- Employer-paid STD/LTD coverage continues 60% of base pay during eligible periods of illness or injury.
- Optional Long-Term Disability Buy-Up plan is available and increases the Long-Term Disability benefit coverage to 66.67% and also increases the monthly maximum benefit. Munson Healthcare pays the premium for 60% Long-Term Disability coverage and the employee pays the 6.67% increase in coverage with after-tax payroll deductions.

Paid Time Off

- Time off can be used for vacation or illness.
- PTO may be taken after 31 days of employment and is earned based on hours paid and length of service:

Years of Service PTO Days Earned Per Year*

1 - 4 Up to 19 days

5 - 9 Up to 24 days

10 -19 Up to 29 days

20+ Up to 34 days

*Paid Time Off is pro-rated for part-time employees

- Up to 56 hours of PTO can be sold back (cashed in) at the end of each calendar year.
- PTO is paid out at termination to employees with at least one year of service.
- A Leave Donation Pool is available for employees on medical leaves of absence who have run out of PTO.

Income Protection

Life and Accidental Death & Dismemberment (AD&D)

- Employer-paid life insurance coverage equal to one time your annual wage
- Additional options for combined term life insurance/AD&D or AD&D only
- Dependent Life Insurance coverage of \$15,000 per child and \$100,000 maximum for spouse

Retirement Plans

Munson Healthcare's Retirement Savings Plan (RSP) offers two ways to grow your retirement savings:

- Employer match – you may receive a matching portion of your retirement plan contributions.
- Discretionary Annual Contribution – a 3% annual contribution, whether you contribute to your retirement or not, for those employed the full calendar year prior and paid for at least 800 hours that calendar year.
- You are fully vested in the Munson Healthcare match and annual contributions after 5 years of service.

Other Benefits

- Group Legal Plan – counseling and advice for personal legal matters such as will preparation, personal finances and real estate transactions.
- Reimbursement Accounts (FSA) – health and dependent care reimbursement accounts using pre-tax dollars to pay for qualified expenses and providing tax savings.
- Tuition Reimbursement – 50% to 100%, based on the grade achieved and the degree pursued to a maximum of \$2,500 or \$5,000 per year. Must be employed full/part-time prior to beginning of class.
- Paid Holidays – Six recognized national holidays.
- Discounts – You and your legal dependents are immediately eligible for discounts on pharmaceuticals and supplies.
- Other Valuable Benefits and Services – Liability and Travel Insurance, Employee Assistance Services, Direct Deposit, Leaves of Absence, Employee Health program and Child Care (in some locations).

Effective Dates:

Month Hired	Medical Benefit	Dental, Optical, Life Insurance, STD/LTD, FSA
January	March 1	May 1
February	April 1	June 1
March	May 1	July 1
April	June 1	August 1
May	July 1	September 1
June	August 1	October 1
July	September 1	November 1
August	October 1	December 1
September	November 1	January 1
October	December 1	February 1
November	January 1	March 1
December	February 1	April 1

About Us

Munson Healthcare is northern Michigan's largest and leading healthcare system. Our team of medical experts work in eight award-winning hospitals and related organizations across northern Michigan with sophisticated diagnostic technology, advanced cancer, heart and stroke treatments, and the latest robotic technology, stereotactic radiosurgery, neurosurgery and non-invasive surgical procedures.

We work every day to advance and enhance health and wellness in the communities we serve. Our Healthcare Team is focused on providing high quality care and creating a safe environment centered around our purpose – We Improve Lives.

Contact Us

Munson Healthcare Talent Acquisition

231-935-HIRE

munsonhealthcare.org/careers

Benefits

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