

PARKLAND HEALTH & HOSPITAL SYSTEM

BENEFITS AT-A-GLANCE

Effective January 2008

The chart below gives you a snapshot of your Parkland benefits.

Benefit	How Your Benefit Works At A Glance	Participation	Who Pays															
Medical	<ul style="list-style-type: none"> Parkland Employee Health Plan (PEHP) with 3 tiers of coverage, including Parkland, Aetna Choice POS and out-of-network providers Opt out, or decline, if you have coverage elsewhere. 	Immediately upon hire	You and Parkland															
Deductions For Medical Coverage	<ul style="list-style-type: none"> Employee Only \$29.77 Employee Plus Children \$85.74 Employee Plus Spouse \$98.35 Employee Plus Family \$145.49 <p><i>Subject to change</i></p>	Immediately upon hire NOTE: in order for health coverage to go into effective you MUST enroll online within 31 days of Hire date.	You and Parkland															
Pharmacy for PEHP	<ul style="list-style-type: none"> Fill prescriptions at Parkland (if written by a Parkland or UTSW/Aston provider, at Aetna retail pharmacies or through mail-order service. 	Immediately upon hire	You and Parkland															
Vision	<ul style="list-style-type: none"> Provides vision benefits for routine eye care, including exams, frames and lenses, and contact lenses. <p>Employee Only 3.42 Employee Plus Children 5.53 Employee Plus Spouse 7.35 Employee Plus Family 10.08</p>	Effective first day of the month following date of hire. You may cover yourself and eligible dependents.	You on a before-tax basis															
Dental	<ul style="list-style-type: none"> Dental Health Maintenance Organization (DHMO) or Preferred Provider Organization (PPO) 	Effective first day of the month following date of hire.	You on a before-tax basis															
Deductions For Dental Coverage	<table> <thead> <tr> <th></th> <th><u>DHMO</u></th> <th><u>PPO</u></th> </tr> </thead> <tbody> <tr> <td>Employee Only</td> <td>\$4.59</td> <td>\$13.77</td> </tr> <tr> <td>Employee Plus Children</td> <td>\$9.76</td> <td>\$37.17</td> </tr> <tr> <td>Employee Plus Spouse</td> <td>\$8.89</td> <td>\$26.51</td> </tr> <tr> <td>Employee Plus Family</td> <td>\$12.76</td> <td>\$46.08</td> </tr> </tbody> </table> <p><i>Subject to change</i></p>		<u>DHMO</u>	<u>PPO</u>	Employee Only	\$4.59	\$13.77	Employee Plus Children	\$9.76	\$37.17	Employee Plus Spouse	\$8.89	\$26.51	Employee Plus Family	\$12.76	\$46.08	NOTE: in order for dental coverage to go into effective you MUST enroll online within 31 days of Hire date.	
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Flexible Spending Accounts (FSAs)	<ul style="list-style-type: none"> Health Care Spending Account Dependent Care Spending Account 	Immediately upon hire	You on a before-tax basis and Parkland															

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Disability	<ul style="list-style-type: none"> After 42 consecutive days of disability, the Core Plan pays 50% of your biweekly earnings if you are disabled due to an illness or injury. You may buy up to 60% benefit or by down to a 14-day waiting period. 	After three months of Continuous service	Parkland for Core Plan, you (on a before-tax basis) and Parkland for Buy-Up and Buy-Down Plans
Accidental Death & Dismemberment (AD&D) Insurance	<ul style="list-style-type: none"> \$20,000 - \$500,000 coverage for employees only, or \$20,000 - \$500,000 coverage for employees and family 	Full-time-with benefits employees choose whether to participate. You may cover yourself and eligible dependents.	You on an after-tax basis
Basic Life Insurance	<ul style="list-style-type: none"> For full-time employees, 1 ½ times annual salary (Mandatory) <i>Housestaff employees are covered automatically</i>	After six months of continuous service	Parkland
Voluntary Term Life Insurance	<ul style="list-style-type: none"> Choose up to 5 ½ times annual salary for you as well as coverage for your dependents 	After 90 days of employment all employee who work at least 20 hours per week choose whether to participate. You may cover yourself and eligible dependents.	You on an after-tax basis
Long Term Care Insurance	<ul style="list-style-type: none"> Provides benefits when a chronic illness requires assistance in the home with day-to-day activities or special attention in a nursing home. 	All employees may choose whether to participate. You may cover yourself and eligible dependents.	You on an after-tax basis
Retirement Income Plan	<ul style="list-style-type: none"> You contribute 4.5% of pay, Parkland provides the balance. (Mandatory) 	Immediately upon hire	You and Parkland
Supplemental Retirement Plan	<ul style="list-style-type: none"> Contribute up to 75% of pay on a combined before-tax or after-tax basis, subject to IRS limits. After 1 year of service, Parkland matches up to 6% of pay. 	All employees choose whether to participate. You enroll via millimanonline.com or the plan's telephone hotline. The match is available to full-time and part-time with benefits employees.	You and parkland
Employee Assistance Program (EAP)	<ul style="list-style-type: none"> Confidential counseling to help when personal problems affect relationships at home and work. 	Immediately upon hire	Parkland

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Benefit	How Your Benefit Works At A Glance
Stipend	Stipends for Parkland remunerated house staff will be bi-weekly (every other Tuesday).
Academic Standing	<p>House Staff Officer, as a condition of his/her House Staff Officer status, must at all times remain in good academic standing with the University of Texas Southwestern Medical School training program. In the event that the House Staff Officer is not in good academic standing, then the House Staff Officer shall be suspended/dismissed without pay, effective on the date that the employee is no longer in good academic standing. Such suspension/dismissal shall remain in effect until such time as the employee regains his/her good academic standing. Suspension/dismissal under this section shall not be subject to the appeal provisions of the Medical Staff Bylaws.</p> <p>See House Staff Manual for University of Texas policy and procedures for supervision, evaluation, discipline and grievances of GME trainees for corrective action appeals and general grievances.</p>
Work Hours	House Staff Officer will be in accordance with the training program standards set by the University of Texas Southwestern Medical Center at Dallas.
Living Quarters	There are no on-campus housing quarters.
Personal Leave & Time Off "PTO"	Fifteen days of PTO for the year's service is allowed, it may be used for vacation, or educational leave, based on the authorization of the Program Director or his/her designee. Family leave is allowed under the Family Medical Leave Act, but the House Staff Officer must at all times remain in good academic standing. PTO leave does not accumulate from year to year.
Sick Leave	Ten days of sick leave for the year's service is allowed. Sick leave does not accumulate from year to year. (Subject to remunerative status.)

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<p>Maternity/Paternity Leave</p>	<p>Parkland does not have maternity/paternity leave therefore; the resident will use their PTO/Sick time and/or family leave.</p> <p>FYI – “As a reminder, you have up to 31 days after the birth of your child to add the newborn to your medical plan, even if you already have dependent coverage, you must enroll the baby. If you do not enroll your newborn within this time period, you will not have coverage on this child until the next enrollment. Additionally, maternity leave is covered for full-time and part-time with benefits employees as a disability as long as you meet the disability plan's definition of disability.”</p> <p>If you are planning to take FMLA due to maternity or any other type of disability you MUST contact the Parkland Human Resources Relations office at (214) 590-6783 to set-up an appointment to discuss your FMLA and disability options. This must be done prior to actually going on leave if at all possible.</p>
<p>Malpractice Insurance</p>	<p>Parkland does not provide Malpractice insurance. However, as a political subdivision of the State of Texas, DCHD can pay claims in accordance with the Texas Tort Claims Act up to \$100,000 per individual and \$300,000 per occurrence. This applies to situations that occur while in the course and scope of employment, performing only those tasks assigned by authority of officers of DCHD. Coverage includes acts of ordinary negligence, but does not include intentional acts (such as assault) or gross negligence.</p>
<p>Parking</p>	<p>A \$10.00 deposit and a bi-weekly fee of \$8.08 are required if parking is desired. The parking fee is payroll deducted from the House Staff Officer’s paycheck regardless of where they may be rotating.</p>
<p>Cellular Phone Discounts *</p>	<ul style="list-style-type: none"> • Cingular Wireless: 1-866-Cingular or www.cingular.com • Sprint: 214-868-4017 • Verizon Wireless: 214-883-0114 or www.verizonwireless.com/discount <p>*When you call the above numbers, please state that you work for Parkland and want to receive the cell phone discount available to you as a Parkland employee or Texas Government Employee.</p>

(eponce: newdr’s/contracts/benefits at a glance-plus more, Revised 4/23/08)