



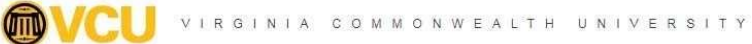
**2020 VCUHS
HOUSESTAFF BENEFITS SUMMARY**

MEDICAL	<ul style="list-style-type: none"> VCUHS ChoiceCARE PPO medical plan with a HRA incentive awards program administered by Cigna
DENTAL	<ul style="list-style-type: none"> Delta Dental VCUHS Direct Dental
VISION	Routine coverage included in Medical plan
OFFER FLEXIBLE OR CAFETERIA-STYLE BENEFIT PLAN	Yes
PRESCRIPTION DRUG BENEFITS	Administered by MedImpact
PSYCHIATRIC BENEFITS	Yes
COUNSELING, PSYCHOLOGIC SUPPORT	Yes
EMPLOYEE ASSISTANCE PROGRAM (EAP)	5 free counseling per issue per year. Available to household members
HEALTH SCREENING SERVICES	Yes
BASIC LIFE INSURANCE	Fully Paid by VCUHS Coverage at 100% annual salary
SUPPLEMENTAL LIFE INSURANCE AVAILABLE?	Yes, employee paid
SPOUSAL LIFE INSURANCE AVAILABLE?	Yes, employee paid
CHILD LIFE INSURANCE AVAILABLE?	Yes, employee paid
SHORT TERM DISABILITY INSURANCE	Fully paid by VCUHS. Provides 50% of weekly salary. Option to buy up to 60%
LONG TERM DISABILITY INSURANCE	Fully paid by VCUHS. Provides 60% of monthly salary
CRITICAL ILLNESS, CANCER & ACCIDENT COVERAGE	Provided by Allstate. Fully paid by Employee & provides benefits to cover certain critical illnesses, specified diseases and accidents.
FLEXIBLE SPENDING ACCOUNTS	Dependent Care and Health Care FSA plans available
457(b) RETIREMENT SAVINGS PLAN	Fully paid by employee – No match from VCUHS
IMMUNIZATIONS	Provided free
BLOOD BORNE PATHOGENS PROCEDURES	Prophylactic Drug Treatments free Counseling Free

VCUHS HOUSESTAFF ANNUAL VACATION & OTHER PAID LEAVE

ANNUAL VACATION TIME	21 calendar days
ANNUAL SICK TIME	30 calendar days

OTHER VCUHS HOUSESTAFF BENEFITS

PROFESSIONAL LIABILITY INSURANCE	Yes
PROFESSIONAL EDUCATION FUNDS	\$600 per resident/fellow to reimburse for personally incurred educational expenses
EMPLOYEE EDUCATION ASSISTANCE	Flat amount based on degree program
DEPENDENT CHILD EDUCATION ASSISTANCE	6 credit hours at VCU after 3 years employment
PARKING	Cost Shared
MEALS WHEN WORKING	Cost Shared (cafeteria discounts, luncheons, conference snacks)
MEALS WHEN ON CALL	Fully Paid
ON-SITE DAYCARE	Three facilities offering 7 day/wk coverage with extended coverage, with back-up day care offered at other facilities
ADVANCED LIFE SUPPORT TRAINING	Many programs fully paid, others subsidized
BOOKS & MATERIALS	Many programs fully paid, others subsidized
FINANCIAL & CAREER COUNSELING SERVICE BENEFITS	Yes
LEGAL RESOURCES (PREPAID LEGAL PLAN)	Fully paid by Employee
HOME AND AUTO INSURANCE	Payroll deduction available with MetLife
 <p>VCU Affiliate Benefits:</p> <ul style="list-style-type: none"> * Reduced cost access to VCU Rec Sports Gym System: https://recsports.vcu.edu/membership/eligibility/ * Reduced cost purchasing at VCU Ram Technology Store http://ramtech.shoplightspeed.com/ *Payroll deduction not available * Access to other benefits as a VCU Affiliate https://hr.vcu.edu/current-employees/worklife/employee-discounts/employee-discount-codes/index.html 	On-site CHAIR MASSAGES – cost shared
	ADOPTION ASSISTANCE up to \$5000/child \$7000 for special needs child
	WW AT WORK – cost shared
	SMOKING CESSATION program
	CONCIERGE SERVICES
	MYLIFE – discounts to local businesses
	On-site Professional and Personal DEVELOPMENT SEMINARS
	Bright Horizons Back Up Child Care 1-877-242-2737
	SelectPlus (Sitter City & Years Ahead) www.sittercity.com/vcuhs