

**2025 Schedule III Benefits
Residents**

Benefit	When Eligible	Description This document serves as an overview and is subject to change at any time. Please see Human Resources for complete information.
Paid Time Off (PTO) Vacation/Sick Pay	First day of employment	168 hours of PTO per year from July 1 st to June 30 th . No carryover amount.
Holidays	First day of employment	New Year's Day, Memorial Day, River Festival Friday, Independence Day, Labor Day, Thanksgiving Day and the Friday after, and 2 days at Christmas.
Bereavement Leave	First day of employment	3 days - immediate family
Continuing Education/Professional Development (CE/PD)	First day of employment	\$1,200 annually, max in fund: \$2,400 – 40 CE/PD hours annually with approval. Residual funds carry over from year to year, unused hours do not carryover. Funds and hours are prorated based on start date and hours worked.
BCBS Health and Dental Coverage	First day of the month following date of hire	Medical and Dental - employer/employee portions are determined based on plan selected. Vision exam covered by BCBS. No eyeglass or contact coverage. No prescription coverage.
Professional Courtesy - In House Medical and Dental Care	First day of employment	Medical and Dental: \$3,000 annual professional courtesy write-off; prorated first and last calendar year of residency. Employee, or family member, must have health or dental insurance to receive the respective professional courtesy benefit.
Prescription	First day of employment	<p>SFHC Pharmacy - Employee, spouse, and eligible dependents receive prescription discounts and OTC medications and vitamins. Prescription discounts are maximized when the script is the result of care provided at or under referral from SFHC providers.</p> <p>Key Rexall - employees and their spouse/dependents a 12% discount at checkout on any items sold in the store, as well as any prescriptions that are on their Patterson Loyalty Program pricing list. To take advantage of this benefit, you will need to show your SHEF name badge and a government issued photo ID at checkout. All purchases must be made by the employee themselves in order to receive the discount.</p>
Aflac Supplemental Insurance	First day of the month following 30 days of continuous employment	There are both pre-tax and post-tax plans available.
Advance Group Life and Long Term Disability Insurance	Group Life: First day of the month following date of hire LTD: First day of the month following 30 days of continuous employment	Life: No cost group policy – 2 x annual salary plus \$10,000 (\$310,000 maximum). Disability: Payable after 90 days of total disability – 2/3 of employee's salary to \$9,000/month maximum.

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Advance Voluntary Life Insurance	First day of the month following date of hire	Employee can purchase additional life insurance for self, spouse and/or dependents.
Alerus Retirement	Employee Contributions – First day of employment	Pre-tax 403(b) or post-tax Roth – Employee may make contributions from day one to Alerus retirement. No Company Contributions.
Keating Cafeteria Plan	First day of the month following 30 days of continuous employment	Section 125 Cafeteria Plan. Federally defined plan that allows employee to contribute pre-tax money to an account that will then be returned to the employee for <u>uninsured medical expenditures and/or childcare expenses</u> . For uninsured medical expenses you can carryover up to \$660 of your unused funds to the next plan year. For medical, may recoup all of annual withholding prior to annual contribution accruing in account. For dependent care elections you can incur expenses through March 15 th and use your previous year’s balance (claims still need to be turned in by the end of March). For childcare, must have funds in account, by federal law prior to distribution of funds. Note: All SFHC employee benefit costs are also processed through this account as pre-tax dollars. There are some Aflac plans that are post-tax dollars.
Allstate Identity Protection Coverage	First day of the month following date of hire	Employer paid plan for individual coverage. Employee may buy-up to family coverage via payroll deduction.
Liability Insurance (Malpractice)	First day of employment	Covered by Kansas Stabilization Fund through Wichita Graduate Medical Education. Internal Credentialing and Privileging process must be completed prior to first day of employment (copies of all licenses, background checks, National Provider Databank queries, etc.). Additional coverage by Federal Tort Claims Act (FTCA) for services within scope of practice. FTCA does not include malpractice coverage when moonlighting.
Company Discount	First day of employment	Discount offered on Planet Fitness. No enrollment fee with main membership. No annual or enrollment fee with premium membership. Discount offered to employees from Verizon Wireless: http://www.verizonwireless.com/b2c/employee/emaildomainauthentication.jsp Sophos Home Premium, cybersecurity, at no cost to SFHC employees. https://home.sophos.com/en-us/landing/commercial-use.aspx
Mileage Reimbursement	First day of employment	\$0.55 per mile
Subscriptions	First day of employment	Up to Date (medical)
Dues and Memberships	First day of employment	KAFP, AAFP, AMA, and Saline County Medical Society memberships are provided.
Licenses	First day of employment	DEA, MD Postgrad Permit license and renewal
Life Support Classes	First day of employment	BLS, ACLS, PALS, NRP– twice during residency, ALSO and ATLS – once during residency.
Cell Phone	First day of employment	\$20/month stipend. 1 time allowance up to \$250 for device, no accessories.

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Moving Expenses	First day of employment	\$500 documented expenses reimbursed.
Salary Advance	Upon execution of employment agreement	Up to \$1,500 available to assist with relocation to Salina, malpractice premiums for moonlighting, Boards during 3 rd year
Military Leave	First day of employment	Leave as required by law.
Jury Duty	First day of employment	Employees who are summoned to serve on a jury will be permitted to do so without the use of PTO.
Lucet Employee Assistance Program (EAP)	First day of employment	Employees and their dependents receive free and confidential access to short-term counseling, wellness coaching and an interactive website as well as referrals to legal, financial, child and elder care resources to help keep work and life balanced. eap.lucethealth.com - Company login code: sfhc
Family Medical Leave (FMLA)	First day following 12 months of employment with 1,250 hours worked during the preceding 12 months	Twelve weeks unpaid leave when federal eligibility guidelines are met.
Medical, Parental, and Caregiver Leave	First day of employment	30 weekdays (6 weeks) of paid leave throughout residency that can be used for medical, parental, or caregiver leave pursuant to guidelines.