

Remarkable Benefits

Summary of Benefits for Advanced Care Practitioners (ARNPs & PAs)

Insurance Benefits

Advanced care practitioners Advanced Care Practitioners (.6 FTE or more) become eligible for medical, dental, life and disability insurance effective the first of the month following thirty days of employment. Valley Medical Center offers the Employee Choice medical plan for eligible employees. The medical plan also covers vision, wellness and pharmaceutical benefits. An opt-out provision without cash back is available to those employees with other medical coverage. Three dental plans are available (one with orthodontia). Employees may elect to cover dependents at a cost (pre-tax) to the employee. Please see the plan summary for complete details of coverage and premiums.

Employees receive a life insurance policy of \$15,000, plus \$15,000 accidental death and dismemberment. Employees receive long term disability insurance of 50% of the base salary with a 180-day waiting period. Employees may elect to purchase supplemental coverage with pre-tax dollars.

Flexible spending accounts are available for employees to fund healthcare and dependent care with pre-tax dollars.

Vacation, Sick Leave and Holidays

All full-time employees earn vacation credits as follows (vacation may be used immediately upon accrual):

Employment	Weeks
Hire – 9 years	4
10 + years	5

The maximum amount of vacation accrual is 240 hours. Hours will not accrue when the 240-hour cap is reached. There is a cash-out of vacation available twice a year.

All full time employees accrue 4.33 hours of vested sick leave and 2 hours of catastrophic sick leave each month. Part-time employees accrue vested sick leave and catastrophic sick leave based on their hours worked. Sick leave may be used after 90 days of employment.

VMC provides 9, eight-hour holidays per year: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Eve, and Christmas Day, plus two floating holidays. Holidays are immediately accessible and floating holidays are available after six months of employment. Part-time employees earn pro-rated holiday pay based on their FTE.

Continued on reverse



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UW Medicine | Valley Medical Center Offers a Top Tier Provider Retirement Benefits Program

Years 1 – 3: You may contribute up to \$19,500 (+\$6,500 if age 50+) to your 403(b) account and VMC will match 2% of your total compensation (subject to IRS limits).

After 3 years: You may contribute \$19,500 (+\$6,500 if age 50+) and VMC will contribute 5% of your total compensation + 10% of the *Participant's Excess Compensation* for the Plan Year, which is between \$137,700 and \$285,000.

A 457(b) tax-deferred retirement plan is also available for your contributions up to IRS limits.

Years of Service	Your 403(b) Contribution	VMC 403(b) Contribution	Your 457(b) Tax-deferred Contribution
Years 1 – 3	up to \$19,500 (+\$6,500 if age 50+)	2% match of total annual compensation (subject to IRS limits)	Up to IRS limits of \$19,500 (+ \$6,500 if age 50+)
After 3 years	up to \$19,500 (+\$6,500 if age 50+)	2% match PLUS 5% base contribution of annual compensation PLUS 10% of Participant's Excess Compensation between \$137,700 and \$285,000	Up to IRS limits of \$19,500 (+ \$6,500 if age 50+)

Vesting Schedule

Years of Service	Vesting Schedule
3 years	30% vesting
4 years	40% vesting
5 years	50% vesting
6 years	75% vesting
7 years	100% vesting

For additional information, please review the *Valley Medical Center Retirement Plan* from MillimanBenefits.com.

Other Benefits

Professional liability insurance is provided for advanced care practitioners.

Advanced care practitioners receive one week of Continuing Medical Education (CME) and a CME stipend each year.

The cost of Washington state licenses and Drug Enforcement Agency certificates are provided by VMC.

Professional memberships, dues, outside travels and seminars are provided in accordance with VMC's most current procedures.

Other excellent benefits include: free parking, access to a credit union, discounts at the VMC pharmacy and restaurant, plus other voluntary group benefits. All employees are required to have their paycheck directly deposited to a bank of their choice. Valley Medical Center is a tobacco-free environment.

This is a brief summary of current benefits. For complete details and questions, you are encouraged to contact a Human Resources Benefits Specialist at 425.690.3570 or your Administrator.