



THOMAS JEFFERSON UNIVERSITY/HOSPITAL
2022 BENEFITS SUMMARY FOR FULL-TIME HOUSE STAFF MEMBERS
JANUARY 1 – DECEMBER 31, 2022

Jefferson’s flexible benefits program allows you to make individual benefit selections based on your own needs. All regular full-time employees scheduled to work at least 32 hours per week and regular part-time employees scheduled to work at least 20 per hours per week can participate in the Jefferson Benefits Program. Employees must enroll online within 30 days of date of hire or transfer.

| Benefit | When Coverage Begins / Eligibility | Description |
|---|---|---|
| Medical Insurance | Date of hire / Full-time | Three PPO medical plans available through Aetna: <ul style="list-style-type: none"> • Platinum, Gold, or Silver • \$0 copay for Jefferson (Tier 1) network of Primary Care Providers Prescription coverage is administered by Aetna and included with the medical insurance. Smoker premiums apply to employees and spouses that use tobacco products and enroll in a Jefferson medical plan. Working spouse premium applies if your spouse has medical coverage available through another employer (other than Thomas Jefferson University and Jefferson Health) and you choose to cover your spouse under a Jefferson medical plan. |
| LiveWell@Jeff Wellness Credit Program | 1st of the month on or after date of hire / Full-time | Jefferson's Wellness Credit Program, administered by Aetna, runs October 2, 2021 – October 1, 2022. Employees who complete the five program requirements can receive a monetary wellness credit in their paycheck the following year. Employee must be enrolled in a Jefferson medical plan to participate and qualify for the wellness credit. |
| Dental Insurance | Date of hire / Full-time | Three dental plans available through Aetna that cover preventive, basic & restorative and major services: <ul style="list-style-type: none"> • Platinum PPO, Gold PPO, or DMO |
| Vision Insurance | Date of hire / Full-time | Vision coverage is administered through Davis Vision. The plan offers in-network and out-of-network coverage for eye exams, lenses and frames or contacts. |
| Flexible Spending Accounts | Date of hire / Full-time | <ul style="list-style-type: none"> • Healthcare – maximum annual contribution is \$2,750 • Dependent Care – maximum annual contribution is \$5,000 per household; \$2,500 if married filing separately. Highly compensated employees (defined by IRS as annual income of \$130,000 or more) can contribute a maximum of \$2,000 to the Dependent Care FSA. |
| Life Insurance / Accidental Death and Dismemberment (AD&D) Insurance | Date of hire / Full-time | <ul style="list-style-type: none"> • Basic Life and AD&D benefit: 1.5x pay with a \$50,000 minimum • Supplemental employee life and AD&D insurance: 1x – 5x pay Basic and Supplemental Life Insurance each have a separate \$1,000,000 maximum <ul style="list-style-type: none"> • Spouse life and AD&D insurance: \$25,000, \$50,000, \$75,000, or \$100,000 • Child life and AD&D insurance: \$10,000 or \$20,000 |
| Business Travel Accident Insurance | Date of hire / Full-time | <ul style="list-style-type: none"> • Provides protection when traveling on Jefferson business • No cost to the employee |
| Short-Term Disability | Date of hire / Full-time | Continuation of base salary for up to six months at no cost to the employee. |

| Benefit | When Coverage Begins / Eligibility | Description |
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| Long-Term Disability | Date of hire / Full-time | <ul style="list-style-type: none"> • Core LTD Plan pays 50% of your base monthly pay up to \$7,500 at no cost • Optional LTD Buy-Up Plan pays 60% of base monthly pay up to \$15,000. Employee pays cost of additional 10%. |
| Jefferson Defined Contribution Retirement Plan ("JDCRP") 403(b) | Date of hire / All employees | <p>Employee contribution:</p> <ul style="list-style-type: none"> • 6% of base plus incentive pay automatically deducted pre-tax upon hire unless waived or changed. • Immediate participation and vesting |
| Tuition Assistance | Date of hire / Full-time | <p>Internal:</p> <ul style="list-style-type: none"> • Full-time: Undergraduate - 90% of tuition charges up to \$5,000 per calendar year • Full-time: Graduate - 90% of tuition charges up to \$7,500 per calendar year <p>External:</p> <ul style="list-style-type: none"> • Full-time: Undergraduate - 80% of tuition charges up to \$3,200 per calendar year • Full-time: Graduate - 80% of tuition charges up to \$5,000 per calendar year <p>Benefit maximums for Part-time benefit eligible employees are 50% of the Full-time maximums</p> |
| Vacation | Date of hire / Full-time | Pharmacy Residents and Physics Residents 10 days per year. PGY-1 level, 15 days per year. PGY2 - PGY8, 20 days per year. Available after probationary period. |
| Holidays | Date of hire / Full-time | New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day |
| Personal Day | Date of hire / Full-time | One Personal Day to be used between October 1st and June 30th. Available after probationary period. |
| Voluntary Benefits | Varies based on date of hire / Full-time | Benefits Plus is a voluntary benefits program that provides access to group rates on insurance and discounts – with the convenience of a single payroll deduction. |
| Other Voluntary Programs and Facilities | Date of hire / Full-time | <ul style="list-style-type: none"> • Adoption Assistance • Blood Donor Club • Campus Currency • Care Coordination & Health Coaching • Cell Phone Discounts • Color (genetic testing) • Commuter Services and Discounts • Daycare Services and Discounts • Discount Entertainment Tickets • FirstCall EAP & Work/Life Program • JeffConnect (telehealth) • Jefferson Recreation & Fitness Center • Library Privileges • Livongo for Diabetes |