

**2009-2010 VCUHS
HOUSESTAFF HEALTH BENEFITS**

MEDICAL	Shared Cost on both <ul style="list-style-type: none"> • VCUHS Choice Care [PPO]
DENTAL	Shared Cost on both <ul style="list-style-type: none"> • Anthem Dental PPO III • VCUHS Direct Dental
VISION	Yes – part of Medical plan
OFFER FLEXIBLE OR CAFETERIA-STYLE BENEFIT PLAN	Yes
PRESCRIPTION DRUG BENEFITS	Yes
PSYCHIATRIC BENEFITS	Yes
COUNSELING, PSYCHOLOGIC SUPPORT	Yes
EMPLOYEE ASSISTANCE PROGRAM [E.A.P.]	Yes
HEALTH SCREENING SERVICES	Yes
LIFE INSURANCE	Fully Paid by VCUHS Coverage at 100% annual salary
EMPLOYEE-PAID SUPPLEMENTAL LIFE INSURANCE AVAILABLE?	Yes
LONG TERM DISABILITY INSURANCE	Fully Paid by VCUHS coverage with 60% monthly salary
LONG TERM CARE	Funded by Employee: Provides a benefit for in-home & facility care
EMPLOYEE-PAID SUPPLEMENTAL DISABILITY INSURANCE AVAILABLE [SHORT TERM DISABILITY]	Paid fully by Employee & provides 60% benefit
FLEXIBLE SPENDING ACCOUNTS	Dependent Care available Health Care available
IMMUNIZATIONS	Provided free
BLOOD BORNE PATHOGENS PROCEDURES	Prophylactic Drug Treatments free Counseling Free

VCUHS HOUSESTAFF ANNUAL VACATION & OTHER PAID LEAVE

ANNUAL VACATION TIME	15 days
ANNUAL SICK TIME	30 days

OTHER VCUHS HOUSESTAFF BENEFITS

PROFESSIONAL LIABILITY INSURANCE	Yes
EMPLOYEE TUITION ASSISTANCE	6 credit hours per semester fully paid
DEPENDENT TUITION ASSISTANCE	6 credit hours after 3 years employment [exceptions are considered]
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 full paid, others subsidized
FINANCIAL & CAREER COUNSELING SERVICE BENEFITS	Yes
LEGAL RESOURCES [PREPAID LEGAL]	Yes
Home and Auto Insurance	Fully paid by Employee
WORK / LIFE BALANCE PROGRAMS	Discounted Health Club Memberships [including our on-site facilities]
	On-site chair massages – cost shared
	Adoption Assistance up to \$5000/child \$7000 for special needs child
	Computer purchase – payroll deduction plan [after one year]
	Weight Watchers at Work – cost shared
	Smoking Cessation program
	Concierge Services
	MY Life – discounts to local businesses
	On-site Professional and Personal Development Seminars