

**2024-2025 VCUHS
HOUSESTAFF BENEFITS SUMMARY**

MEDICAL	<ul style="list-style-type: none"> VCUHS Sentara Health Care Plan
DENTAL	<ul style="list-style-type: none"> Delta Dental VCUHS Direct Dental
VISION	Stand Alone Benefit through VSP
OFFER FLEXIBLE OR CAFETERIA-STYLE BENEFIT PLAN	Yes
PRESCRIPTION DRUG BENEFITS	Administered by Express Scripts
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	Benefit of 50% of weekly salary is fully funded by VCUHS and option to buy up to 60% is funded by employee.
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
401(a) RETIREMENT PLAN	Fully paid by VCUHS
457(b) RETIREMENT SAVINGS PLAN	Fully paid by employee and additional matching contributions available
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 (or 15 weekdays for programs that do not routinely require on-site working on weekends)
ANNUAL SICK TIME	30 calendar days (or 22 weekdays for programs that do not routinely require on-site working on weekends)

CAREGIVER TIME – For leave associated with providing care for an immediate family member with a serious health condition	14 calendar days (or 10 weekdays for programs that do not routinely require on-site working on weekends)
PARENTAL TIME - For leave associated with the birth/placement of a child	Must be used within 1 year (12 months) of birth of child
*In accordance with the Accreditation Council for Graduate Medical Education (ACGME) institutional requirements, VCU Health System will provide residents/fellows with six weeks (i.e. 42 calendar days or 30 weekdays) of approved medical, parental, and caregiver leave(s) of absence for qualifying reasons once during resident’s/fellow’s time in their training program in lieu of the sick time benefits described above. An additional one week of paid time off may be used outside of the first six weeks of the first approved medical, parental, or caregiver leave(s) of absence taken.	
OTHER VCUHS HOUSESTAFF BENEFITS	
PROFESSIONAL LIABILITY INSURANCE	Yes
PROFESSIONAL EDUCATION FUNDS	\$600 per resident/fellow to reimburse for personally incurred educational expenses
EMPLOYEE TUITION ASSISTANCE	Flat amount based on degree program
DEPENDENT TUITION ASSISTANCE	After 3 years of employment, dependent tuition assistance is available for children only. Not to exceed 6 credit hours per semester and 12 credits per year.
PARKING (D-Deck only)	Cost Shared
MEALS	<ul style="list-style-type: none"> Meal allowance provided to most residents/fellows (based on clinical work hours) Cafeteria discounts for all employees
ON-SITE DAYCARE	<ul style="list-style-type: none"> Family Care Center at Northside: Offers coverage Monday-Friday 7:00 am – 6:00 pm VCU Health Family Care Center at N Deck: Offers coverage Monday-Friday 6:00 am – 8:00 pm VCU Health Child Care at VDOT: Offers coverage Monday-Friday 7:00 am – 6:00 pm. Only available to state employees.
ADVANCED LIFE SUPPORT TRAINING	<ul style="list-style-type: none"> Heart Code/ACLS H – Fully paid by GME and Program ALTS/PALS/BLS/ACLS – Fully paid by GME
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 Met Life
 VCU Affiliate Benefits: * Reduced cost access to VCU Rec Sports Gym System: https://recsports.vcu.edu/membership/eligibility/	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]

- * Reduced cost purchasing at VCU Ram Technology Store:
<https://ramtech.vcu.edu/> *Payroll deduction not available
- * Access to other benefits as a VCU Affiliate:
<https://hr.vcu.edu/current-employees/worklife/employee-discounts/>

WEIGHT WATCHERS AT WORK – 50% discount
SMOKING CESSATION program
CONCIERGE SERVICES
MY LIFE – 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