

# Employed Physician Benefit Summary

- Base Salary Plus Production Incentives
- Sovereign Immunity Under Mississippi Tort Claims Act
- No Allocated Overhead
- License, Certification and Re-Certification Expenses
- Plan 1 Family Health Insurance Coverage
- Vision Insurance Coverage
- Paid Vacation
- Paid Sick Leave
- Paid CME Leave up to Five Days Per Year
- Cell Phone Benefit (\$600 Annual Limit)
- Reimbursement for CME Expenses up to \$3,000 per Year
- Wellness Center Membership for Physician and Family
- Life Insurance (Term) Provided At No Cost
  - Annual Salary, Double Indemnity for Accidental Death
  - Effective After Six Months of Full-Time Employment
- Dental Insurance Basic Level Coverage
  - If Enhanced Option is Selected, the Difference in the Amount Between Enhanced and Basic Coverage is Deducted

## Retirement Plans / 403b and 457

**Matching 403b Retirement Plan**  
Under 50 Maximum Contribution of \$23,000 for 2024  
Over 50 Maximum Contribution of \$30,500 for 2024  
403b Matching: 4%

**Non-Matching 457 Retirement Plan**

- Offers Tax Benefits Beyond 403b Limits
- Under 50 Maximum Contribution of \$23,000 for 2024
- Over 50 Maximum Contribution of \$30,500 for 2024
- Maximum Contributions Apply to 457 and 403b Separately

Vesting Schedule Based on Years of Participation	
Less than 2 years	0%
2 Years	20%
3 Years	40%
4 Years	60%
5 Years	80%
6 Years or more	100%

Employees are always 100% vested in their own contributions.



**SOUTH CENTRAL  
REGIONAL MEDICAL CENTER**