

2021 Benefits Addendum

Residents

Vacation and Sick Time

Each Resident Physician may take up to 21 working days of vacation. Residents may roll over up to 3 days into the next academic year; all other unused days are forfeited. Weekend days and holidays, which are not scheduled Workdays, are not included within the 21 day allotment.

All Residents have 10 days (80) hours of sick time. At the third post-graduate year and each year thereafter, Residents accrue an additional 5 days per year, to a maximum of 35 days.

Residents are eligible for a leave of absence for absences in excess of two weeks. A combination of both vacation and sick time may be used towards the leave.

Allowed days away from a program may vary depending on the RRC requirements.

MaineHealth 403(b) Retirement Plan

An employer sponsored retirement plan which allows participants to contribute a portion of their salary on a pre-tax or post-tax (Roth) basis.

Years of Service	Employer Core	Employer Match	Grand Total
0-4 years	2%	2%	4%
5-9 years	3%	2%	5%
10-14 years	4%	2%	6%
15-19 years	5%	2%	7%
20+ years	6%	2%	8%

Employer Core & Matching Contributions*

- Eligible upon hire
- Employer will contribute 2 percent of pay to the plan, increasing by 1 percent for each five years of service, to a maximum of 6 percent for Core contribution.
- Employer will match 50 percent on the dollar on the first 4 percent of pay employee contributes for Matching contribution.
- New Employees are automatically enrolled in the plan at 3 percent and have the opportunity to contribute a percent of pay up to the annual IRS maximum for regular and catch-up contributions (if age 50 or older).

*Up to the IRS maximum