Money talks: Employees profit from fringe benefits

Editor's note: This is the first of a two-part series on employee benefits.

Another day, another dollar?

Not true for MCG employees.

The average MCG employee makes $10,348 annually or $4.96 an hour. Several benefits are built into this figure and MCG provides additional benefits above and beyond an employee's salary.

Vacation days, sick leave and holidays are included in an employee's salary. A person employed at MCG for five years would earn 18 days of vacation, 12 days of sick leave and 10 holidays, constituting 320 hours annually.

These benefits account for 15.3 percent of the total annual income or $1,587 per year. In other words, for each hour this employee is paid, 75 cents goes toward these benefits.

Employees can carry up to 360 hours of accrued annual leave from one year to the next. If they terminate they will be paid their normal salary for the amount of time accumulated up to 360 hours, says Col. John C. Evers, director of Personnel.

Policies governing sick leave operate differently.

"Sick leave can be accrued ad infinitum," Evers says. In case of a catastrophic illness or other unforeseen circumstances, accrued sick leave is an advantage for the employee, he points out. However, when the employee terminates, he will not be paid for the unused leave.

Vacation, sick leave and holidays are benefits included in the employee's salary. In addition, MCG provides other benefits, including teacher retirement, social security and health and life insurance. Based on an annual income of $10,348, MCG pays an additional $2,370 for these benefits, breaking down to $1.13 an hour (22 percent of the salary or 23 percent for those with optional health insurance).

Employees are required to make contributions towards teachers retirement and social security. For teachers retirement, employees contribute six percent of their salary and MCG contributes 11.1 percent. Employee's contribution with earned interest is returnable upon application if the employee terminates. The 11.1 percent contributed by MCG is applicable only if the employee draws retirement benefits from the Teachers Retirement System. An employee must remain at MCG for five years before eligible for these benefits.

One of nation's foremost experts in breast cancer will present the second Bernard lecture in cancer at MCG.

Dr. Jerome A. Urban will present "Surgical Management of Breast Cancer" at noon June 11 in the first floor auditorium at University Hospital.

His address is open to the public.

Urban is attending surgeon on the breast service at Memorial Hospital, Sloan Kettering Cancer Center in New York City. The late Dr. Guy T. Bernard, who the lecture series memorializes, was a pioneer in the use of radium for treatment of skin cancers, which later was directed at other cancers, especially cancer of the cervix. He served on the MCG faculty from 1907 when he was graduated from MCG until his retirement in 1958. He also was founder of the University Hospital Cancer Clinic, which now bears his name.

Upon his death in 1960, he specified that a trust fund be established for a "course of lectures to be delivered at the Medical College supplemental to the present curriculum... devoted to cancer and related subjects and to be delivered by outstanding authorities..."

The first Bernard lecture was Dr. Eleanor Montague of M.D. Anderson Hospital in Houston.
Respiratory therapy program slated for fall quarter

An associate degree program in respiratory therapy will begin this fall at MCG.

The program, slated for final Board of Regents approval during the June meeting, will have openings for 15-20 students.

Richard Beckham, chairman of the department of respiratory therapy, says the program is an attempt to meet increasing demands for therapists in Georgia. "We have a critical need for more therapists in Georgia and particularly here in the Augusta area." Columbus College and Armstrong College are the only other colleges which offer associate degree programs in RT.

Beckham says the new program has strong support from MCG officials. Students will attend classes for seven quarters. One additional faculty member will be added to the RT department.

"Dr. Ray Bard and Dr. Jack Williams and the RT faculty have worked hard in seeing that the program has become a reality after two years of planning and work," says Beckham.

The national average for students passing the RT national board recertification the first time around is 58 percent. The average for graduates in the RT program at MCG is 90 percent.

"We certainly hope to maintain this level of competency with graduates from our associate degree program and thus provide qualified graduates for our area hospitals."

Blood bank/microbiology complete relocation

The microbiology laboratory and the blood bank have been moved from the 6th floor of the Syden-stricker Wing to the first floor of Talmadge. President-electbfd

Reichard directs Shock Society’s annual meeting

Sherwood Reichard, PhD, Regents professor of radiology and physiology at MCG, is president-elect of the Shock Society and will be directing the organization’s fourth annual meeting to be held at Marco Island, Florida.

The purpose of the organization is to promote original research concerning shock and trauma and to provide a forum for the exchange of information among various scientific disciplines.

Volunteers needed for muscular dystrophy summer camps

Volunteers are needed for the Muscular Dystrophy Association’s summer camps. The 1981 camps for our area will be held at two locations: Epworth-by-the-Sea on St. Simons Island, June 7-12 and Camp Miller-A-Way at Winder, June 15-19. For more information call the Muscular Dystrophy Association at 738-8546.

For Sale

FOR SALE: 1978 Suzuki 80 motorcycle, good condition, $900.00. Call 729-5050.

NOTABLES

L. POGUE RN, MSN, staff develop, nursing ser, received $76,187 from Division of Associated Health Professions for Medical Record Administration Information Systems Course.

G.W. FAIBURST PhD, reg prof and coord, dent mat, received $127,480 from National Institute of Dental Research for "Semiprecious Metal-Porcelain Systems."

A. PATCH, admin asst, cbm, and T. RENICK, admin sec, med, participated in Annual Spring Conference, National Association of Educational Office Personnel, Hartford, Ct., April 30-May 3, 1981.

J.A. SMITH MD, chair and asso prof, PA; prof, received $150,000 from Division of Medicine for Grants for Physician’s Assistant Training Program.
Vanderzalm elected president

Dr. Theodora Vanderzalm, associate professor of radiology at MCG, was elected president of the Georgia Radiological Society for a one-year term. The society is a chapter of the American College of Radiologists and is concerned with all aspects of the practice of radiology, says Vanderzalm. One project she plans to concentrate on during her term as president is a workshop for Georgia radiology residents

Augusta nurses lobby in D.C.

Two Augustans, Marion Broome and Cathryn Glanville recently traveled to Washington, D.C., for a Nurse Lobby Day. Broome, an instructor in the School of Nursing, and Glanville, an associate professor, made the trip in conjunction with national nursing activities.

In Washington, the two met with Sen. Mack Mattingly, Sen. Sam Nunn, legislative assistant, Sarah Thompson and Rep. Doug Barnard. They spoke with the legislators about the potential impact of the Administration's proposed cuts in nursing.

Nurse lobby day was sponsored by the American Nurses Association, the National League for Nursing, and the American Association of Colleges of Nursing.

Variety of courses offered by Division of Continuing Education

Courses offered for dental hygienists

Two continuing education courses on "Pathology for Hygienists" and "Radiol-gy for Hygienists" sponsored by the School of Dentistry at MCG will be June 25-27 at the Holiday Inn at Jekyll Island. The pathology course (June 25-26) will review some common oral lesions of the oral cavity with emphasis on clinical appearance and differential diagnosis. Faculty for the course include Dr. Baldev Singh, Dr. Ralph V. McKinney Jr., and Dr. David L. Schaffner.

The radiology course (June 25-27) is designed to show how to make proper adjustments in machine settings, recognize processing errors, use special radiography techniques, recognize normal anatomical landmarks and includes a discussion of key issues of radiation hazards and protection. Dr. William R. Wege will serve as faculty for the course. Registration must be made in advance through the MCG Division of Continuing Education 404/828-2967.

Cardiovascular course slated

"The Cardiovascular Tree," a continuing education course for physicians' assistants, nurse practitioners and other primary care providers, will be July 17-18 in the 3rd floor conference room of the administration building at the Uptown Division of the VA Medical Center.

The course will provide a better understanding of selected clinical conditions commonly encountered in the practice of adult medicine. Quantitative approaches to medical decisions will be explored and daily workshops involving course participants will be conducted.

Dr. Rene C. Cornier will serve as course director. Other faculty for the course include Drs. Jerome J. Cunningham, John J. Elles (Veterans Administration Medical Center), John F. Fisher, William J. Hamilton and Malcolm L. Page.

Deadline for making reservations is June 16. For registration or further information contact the MCG Division of Continuing Education 404/828-2967.

Internal medicine scheduled for Kiawah

A continuing education course on "Practical Insights in Internal Medicine" sponsored by the School of Medicine at MCG will be July 16-18 at Kiawah Island Inn on Kiawah Island, S.C. The course will provide a better understanding of selected clinical conditions commonly encountered in the practice of adult medicine. Quantitative approaches to medical decisions will be explored and daily workshops involving course participants will be conducted.

Dr. Rene C. Cornier will serve as course director. Other faculty for the course include Drs. Jerome J. Cunningham, John J. Elles (Veterans Administration Medical Center), John F. Fisher, William J. Hamilton and Malcolm L. Page.

Deadline for making reservations is June 16. For registration or further information contact the MCG Division of Continuing Education 404/828-2967.

Clinical cardiology offered at Hilton Head

A continuing education course on "Clinical Cardiology" presented by the School of Medicine at MCG and Bowman Gray School of Medicine, Wake Forest University will be June 29-July 1 at Hilton Head Island, S.C.

The course is designed for physicians in internal medicine and family practice. Material on clinical cardiology with emphasis on current trends will be presented.


For registration or further information contact the MCG Division of Continuing Education 404/828-2967.

Dr. Joan Goldstein of the School of Nursing, was one of the few Georgians participating in the National Public Health Leadership Conference in Washington, D.C.

The American Public Health Association sponsored the May 31-June 2 meeting, which included sessions with legislators.

Nursing students were honored on May 22 ceremonies for the First Annual Honors Convocation. Pictured left to right are Trudy Jenkins Gardner who received the Dean's Award for best essay by a senior student; Jimmie R. Williams MSN, Alumni Prize for best thesis and Linda W. Taylor MSN, certificate for best experimental design in a master's thesis.

Goldstein participates in leadership conference

Dr. Joan Goldstein of the School of Nursing, was one of the few Georgians participating in the National Public Health Leadership Conference in Washington, D.C. The American Public Health Association sponsored the May 31-June 2 meeting, which included sessions with legislators, government officials and Public Health Service representatives.

Among those from Georgia who met with Dr. Goldstein was Sen. Mack Mattingly. Discussion topics included new directions for the Public Health Service, the clean air act and funding sources.

Fringe benefits offer valuable bonus to employees

for at least 10 years before he is eligible to draw retirement benefits. Employees and MCG each contribute 6.65 percent of the salary towards social security.

Health and life insurance benefits are available to employees desiring coverage. Basic life insurance with coverage up to $15,000 is provided free including accidental death and dismemberment provisions. Supplemental life insurance and dependent life insurance are available at group rates.

Health insurance is paid partially by the employee and partially by MCG if the employee desires coverage. For basic coverage MCG currently contributes $15.12 toward the individual policy and $37.47 for the family policy. Under the optional plan which provides broader coverage, MCG currently contributes $23.75 for the individual policy and $37.95 for the family plan.

Combining the benefits built into an employee's salary and the benefits provided in addition to the salary, the value of benefits totals $3,987 annually or $1.89 an hour. This is 37.3 percent of an employee's total annual income.

"You can't compete with that kind of percentage," says Evers. "Most employees don't realize the value of fringe benefits."

Figures were calculated for the average full-time classified employee for the 1980-81 fiscal year. Classified employees make up the bulk of personnel at MCG, the equivalent of 3,555 full-time positions from a total of 5,060 personnel on payroll, says Mack Mitchell, assistant director of personnel (wage and salary). This figure includes some part-time positions, he explains. Figures were also calculated based on 2,088 work hours annually.

Next week we will cover additional benefits.

EMPLOYEE BENEFITS BASED ON $10,348 ANNUAL SALARY
(Average salary for full-time classified employee)

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<tr>
<th>Benefit</th>
<th>Hourly Value</th>
<th>Annual Value</th>
<th>Percent</th>
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<tr>
<td>Benefits included in salary</td>
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<tr>
<td>VACATION</td>
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* Fixed estimates. As income increases, cost of health and life insurance as percentage of salary decreases.

** MCG pays an average of 23 percent towards benefits (in addition to an employee's salary) for those choosing either of the optional health insurance plans.