



## 2012 Employed Physician Benefit Information

### **Pre-tax benefits:**

Employees regularly scheduled to work 40 or more hours a pay period may be eligible for benefits.

**Health Insurance, BlueCross BlueShield of Vermont:** *Effective date: Next 1<sup>st</sup> of the month after 30 days of active employment at regularly scheduled hours.* Choice of two plans.

#### **1. Vermont Freedom Plan 200**

- Deductible \$200 single/\$400 family. Out of pocket limit. \$600 single/\$1200 family
- \$20 co-pay for some office visits
- Two premium tiers: PT: employees working 40 – 63 hours per pay period, FT: 64+ hours per pay period.
- Single premium: FT\$177/PT\$230 month
- 2-person cost FT\$355/PT\$462 month
- family cost FT\$486/PT\$632 month
- Includes prescription plan: \$10 generic, \$25/preferred brand-name, \$40/non-preferred brand name

#### **2. Vermont Freedom Plan 500**

- Deductible \$500 single/\$1000 family. Out of pocket limit. \$1500 single/\$3000 family
- \$20 co-pay for some office visits
- Two premium tiers: PT: employees working 40 – 63 hours per pay period, FT: 64+ hours per pay period.
- Single cost FT\$125/PT\$163 month
- 2-person cost FT\$250/PT\$326 month
- family cost FT\$345/PT\$449 month
- Includes prescription plan: \$10 generic, \$25/preferred brand-name, \$40/non-preferred brand name

**Dental Insurance, Northeast Delta Dental:** *Effective date: Next 1<sup>st</sup> of the month after 30 days of active employment at regularly scheduled hours.* Choice of two plans.

#### **1. CORE PLAN**

- \$750 per person annual benefit cap
- \$1500 per person lifetime orthodontic cap (treatment must start prior age 17)
- Single cost: \$10/month
- 2-person cost: \$29/month
- 1 Adult plus children: \$49/month
- family cost: \$75/month

#### **2. BUY-UP PLAN**

- \$1500 per person annual benefit cap
- \$2500 per person lifetime orthodontic cap (treatment must start prior age 17)
- Single cost: \$26/month
- 2-person cost: \$61/month
- 1 Adult plus children: \$91/month
- family cost: \$133/month

**Vision Plan, VSP:** *Effective date: Next 1<sup>st</sup> of the month after 30 days of active employment at regularly scheduled hours.*

- Single cost \$7.68/month
- 2-person cost \$11.14/month
- family cost \$19.97/month

**Flexible Spending Accounts:** Out of pocket health and dependent care using pre-tax dollars. Health care flex plan enrollees are provided with a debit card to use.

### **Retirement Plan, VALIC:**

- Employees who work 1000+ hours in a calendar year are eligible for an annual employer contribution to a 403(b). The employee becomes step vested in the employer contributions at a rate of 20% per year over the first five years of 1000+ hours of service.
- Employees *may* personally contribute to a 403(b) regardless of hours worked. Employees are not required to contribute in order to be eligible for an employer contribution.

- Eligibility is limited to employees 21 years of age or older.
- Physicians are also eligible to participate in a 457(b) Deferred Compensation plan.

**Other benefits:**

**Term Life and AD&D Insurance, Unum:**

*Effective date: First of the month coincident with or next following 3 months of employment.*

- Base Life Plan: 1x annual salary rounded up to the next thousand is provided at no cost to the employee.
- Voluntary Plan: Employees can choose (during the 1<sup>st</sup> 31-days of employment) optional life insurance and AD&D (up to a maximum of value of 5x annual base salary). The benefit maximum is \$500,000. A statement of health is required when voluntary life benefit value exceeds \$200,000 or for late entrants.
- Voluntary life & AD&D can also be purchased for spouses, civil union partners and dependent children.

**Long Term Disability, Unum:**

*Effective date: First of the month coincident with or next following 3 months of employment.*

- Employer paid disability plan covers employees working 40 hours or more per pay period.
- Elimination period of 90 days.
- Benefit amount is 60% of monthly earnings to a maximum of \$12,500.
- Employee may enroll in an enhanced LTD option in the first 31-days of regular employment. This option allows a slightly higher replacement income of (66.6% instead of 60%) of pre-disability income.

**Short Term Disability, Unum:**

*Effective date: First of the month coincident with or next following 3 months of employment.*

- Employees working 40 hours or more per pay period may enroll in Short Term Disability during their first 31-days of regular employment. The employee pays the premiums.
- Elimination period of 7 days.
- Benefit amount is 60% of weekly earnings to a maximum of \$1,250.

**Voluntary Benefits Options, Combined Insurance:**

*Eligible after completing six-months of service. Some specific eligibility criteria exist.*

- Employees may select from a number of voluntary benefits options including disability income protection, term life insurance, universal life insurance, cancer coverage and accident-only insurance.

**Combined Time Off, CTO:**

*CTO is available for use after an employee completes three months of employment.*

- CTO includes sick time, vacation time and holidays.
- Employed physicians are provided a generous CTO accrual on a biweekly basis. Refer to contract.
- There is a CTO cash in option at 90% of value.

**Extended Illness Reserve, EIR:**

*EIR available for use after an employee completes three months of employment; must be used per policy.*

- Accrues at the rate of 5 days per year for full time employees.
- Part time employees will accrue EIR based on actual hours worked per pay period.

**CME:** Employed physicians may annually receive a CME stipend that includes paid time off. Refer to contract.

**Employee Tuition Advance Program:**

*Eligible after completing six-months of service.*

- \$1200 to \$2500/calendar year for employees depending on scheduled number of hours.
- Courses must meet criteria of the policy.

**Employee Discounts:** Available at some local fitness clubs and Chamber of Commerce member businesses.

**Direct Deposit** of paychecks.

*The Human Resources Department is available to assist you with information, applications and questions about any of the Porter Medical Center benefit plans. Contact us at: 802-388-4780.*