

Graduate Medical Education

*Resident Physician Benefits**

2010

Cafeteria/Meal Allowance

All IME sponsored residents will receive an annual on-call meal allotment allocated to their account via their ID badge. On-call meal allotment is also provided to residents rotating at the hospital. Meal allotments are administered through the training program.

Credit Union

You and your family are eligible to join the City and County Employees Credit Union. Some services include: no minimum balance checking accounts, savings accounts, IRAs, direct deposit, personal loans, Visa credit cards and mortgages.

Dental Insurance

Regions Hospital offers the Health Partners Exceed Choice dental plan, a two tiered plan with an out of network option. No evidence of insurability is required. The tier that you elect directs the level of benefits you receive, and each dependent member can select a different clinic and tier. Eligible dependents include spouse/domestic partners and dependents up to age 19, or to age 25 if enrolled in school full-time. Participation in the plan is effective on the first day of the month following your entrance into the residency program.

Direct Deposit

Residents may elect to have their paychecks automatically deposited into their personal bank accounts. Direct deposit forms are available in the Human Resources Department, and must be submitted to Payroll along with a void check.

Employee Health Services

Employee Health Services provides a basic screening exam through use of a health questionnaire. EHS provides many services including treatment and referral of job-related injuries and illnesses, and a yearly flu shot. EHS screens for immunization status and requires WRITTEN documentation of immunizations for Rubella, Rubeola, Varicella, Mumps, Tetanus, and Hepatitis B. A two-step Mantoux is also required. EHS will provide, free of charge, any immunizations that are needed or required.

Health Insurance

Regions Hospital offers three medical plans through Health Partners. One is a tiered co-pay plan. The other two are deductible plans. All three have an Open Access Network. All three offer no referrals for network specialists, and domestic partner coverage for both same-sex and opposite-sex partners. Participation is effective on the first day of the month following your date of entrance into the residency program.

Holidays

Holiday scheduling for residents is determined by each program individually, and is dependent upon 24-hour operational and staffing needs.

Life Insurance

Basic Term Life coverage purchased by Regions equals \$50,000. Participation is effective on the first day of the month following your date of entrance into the residency program.

Additional coverage may be purchased for you and your family members by providing evidence of insurability (EOI). Optional employee and spouse life insurance rates are based on the resident's age. Optional employee life insurance may be purchased in \$20,000 increments up to \$300,000; spouse life insurance may be purchased in \$10,000 increments up to \$250,000. A \$10,000 child life insurance policy is also offered. The effective date of optional employee, spouse and child life is the first date of the month following approval.

Loan Deferment

All applications for loan deferment may be submitted directly to the GME Office. Applications will be completed by the GME Office and forwarded to the appropriate institution.

Long-Term Disability Insurance

Coverage is provided by The Standard Insurance Company and paid for by Regions. Qualifying residents would be eligible to receive 50% of base income to age 65.

Malpractice Liability Coverage

As agents of the hospital, and in accordance with the rules and regulations of the hospital and the Accreditation Council for Graduate Medical Education (ACGME), residents are covered for professional liability by a self-insurance plan through First Specialty Insurance Corporation, with reinsurance through Employers Reinsurance Corporation. All subpoenas and information relating to professional liability actions against the hospital or its staff should be referred to the Risk Management Department.

On-Call Quarters/Lounge

Resident on-call quarters, computer workroom and lounge are located on the 2nd floor of the South Section of the hospital. The on-call area is a secure area and is accessible by a card swipe system. The Parking Department must program your ID badge for access to this area, upon approval of the GME Office. To obtain a call room, residents must go to the Security Office to complete a request form and obtain an access card. The call room is assigned to the resident for one night and must be vacated by 11:00 a.m. the next day.

Parking

Regions Hospital provides parking to residents at no charge. The resident lot is card-controlled.

Pharmacy

Residents can fill prescriptions at the Regions Hospital Pharmacy located on first floor of the main hospital. Mail-in prescription and central refill plans are available. Options will vary based on the plan chosen by the employee.

Pre-Tax/Post Tax Deductions

The cost of Medical and Dental insurance and the amount you elect for Health Care and Dependent Care Spending Accounts are deducted before taxes are calculated, thereby reducing your taxable income. Medical, dental, life insurance, short-term disability and the spending accounts deductions are scheduled to be deducted from the first and second pay check each month.

Resident Assistance Program

Professional counseling is provided to all residents and family members at no cost for the initial assessment through Sand Creek. Please reference their brochure.

Short-Term Disability Coverage

Employees may purchase optional short-term disability insurance. Short-term disability can be used any time you are away from work due to an accident or illness, including but not limited to surgeries and maternity leave, as long as a certified health care provider approves your time away from work. The Human Resources Department requires that you fill out all necessary leave of absence forms within 15 days of the date you begin your leave of absence.

The hospital offers two short-term disability plans. The 1/8 Day Plan takes effect on the 1st day of an accident or the 8th day of an illness. The 30 Day Plan takes effect on the 30th day of an accident or illness. Benefits may continue until you recover, up to 26 weeks from the date of disability. As a newly eligible employee, you have a one-time enrollment in either plan, at any level you are eligible for, without underwriting approval. Future requests to increase coverage may be added during the annual open enrollment period.

Flexible Spending Account

In general, these accounts allow you to set aside pre-tax dollars for certain expenses not covered by your medical and dental plans. Each year you decide how much money you want deposited to the account, within the maximum allowed.

- You may elect from \$100 to \$5,000 to be deposited to the health care spending account.
- You may elect from \$100 to \$5,000 to be deposited to the dependent care account, if you are married and file taxes jointly, or if you are single and file taxes as head of household.
- You can have up to \$2,500 deposited to the dependent care account if you are married and file taxes separately from your spouse.

The Flexible Spending Account is administered through Health Partners. You can submit eligible claims for any amount incurred during the plan year (January-December) by completing a reimbursement claim form. Health Partners will process your request and you will be reimbursed by check or direct deposit. Further information is available upon request.

Stipends

<u>Level</u>	<u>Stipends (7/1/2010-2011)</u>
PGY-1	\$48,058
PGY-2	\$49,538
PGY-3	\$51,244
PGY-4	\$54,926
PGY-5	\$58,048

Retirement Plans

Regions Hospital offers two retirement programs designed to help residents save and invest for retirement. The Regions Hospital 403(b) Plan and the Regions Hospital Retirement Savings Plus Plan (RSP), work together to provide an excellent opportunity to start saving today for tomorrow.

- Residents make voluntary contributions to the Regions Hospital 403(b) Plan from their bi-weekly pay.
- Regions matching contributions are deposited into the Savings Plus Plan is \$.50 on the dollar up to 2% of annual compensation and depends on an individual Resident's participation in the 403(b) Plan.

Entry into the Retirement Savings Plus Plan requires one calendar year of employment in which the Resident is paid for a minimum of 1000 hours. The matching contribution begins once Retirement Saving Plus Plan entry requirements are met.

Training/Employment Verifications

The GME Office will validate written requests for training/employment verification for current residents and alumni.

Travel Fund

Travel is at the discretion of the Institute for Medical Education.

Vacation (Personal Time Off – PTO)

Vacation requests must be made in advance to your program director or designee. Requests will be granted upon a number of factors, including operational needs and staffing requirements. Unused PTO will be forfeited upon completion of the residency-training period. Please refer to the GME Resident Leave Policy.

Workers' Compensation

Regions Hospital has a self-insured Workers' Compensation plan. To report injuries, residents must contact HealthPartners 24 hour Care Line immediately at 952-883-5484. The Care Line will coordinate any appointments, as necessary.

**The hospital's benefits are subject to change without notice.*



2010 Resident Benefits Summary

There are three HealthPartners plans available to choose from.

Rates effective January 1, 2010 – December 31, 2010

TIERED NETWORK PLAN

This plan uses an open access network in which providers and hospitals are placed in one of two benefit levels. The amounts you pay out of pocket for office visits and hospital care depends on the benefit level of the provided you choose to see. You do not need to select a primary clinic need referrals for specialist within the Open Access Network. You may also use this plan Out-of-Network. A Summary of Benefits is included with this packet of information.

	Total Cost per Month	Employer Cost per month	Your Cost per Month	Your Cost Semi-Monthly
Single	\$ 598.04	\$ 508.34	\$ 89.70	\$ 44.85
Family	\$1,317.44	\$1,053.94	\$263.50	\$131.75

OPEN ACCESS CHOICE DEDUCTIBLE PLAN

This plan is a traditional deductible plan with coinsurance. You may use any of the providers within the Open Access Network, you do not need to select a primary clinic and you do not need referrals of specialists within the network. A Summary of Benefits is included with this packet of information.

	Total Cost per Month	Employer Cost per month	Your Cost per Month	Your Cost Semi-Monthly
Single	\$ 551.52	\$ 514.60	\$ 36.92	\$ 18.46
Family	\$1,206.26	\$1,058.50	\$147.76	\$ 73.88

EMPOWER PLAN, HEALTH REIMBURSEMENT ACCOUNT

This plan combines an employer-funded health reimbursement account (HRA) with a deductible plan and an open access network. The HRA funds are used to pay for eligible medical expenses and are applied toward your deductible. After you have exhausted your HRA fund, you must pay the balance of the deductible. After you have met your deductible, benefits are paid under your medical plan. Any unused funds in your HRA account will roll over each year for future medical expenses. You may use any of the providers within the Open Access Network, you do not need to select a primary clinic and you do not need referrals of specialists within the network. A Summary of Benefits is included with this packet of information

	Total Cost per Month	Employer Cost per month	Your Cost per Month	Your Cost Semi-Monthly
Single	\$ 489.56	\$447.58	\$ 41.98	\$ 20.99
Family	\$1,090.60	\$950.72	\$139.88	\$ 69.94

DENTAL INSURANCE

Exceed Choice offers more than 950 providers to choose from within two tiers of in-network choices. The tier that you choose will determine the benefit level that you receive, with Tier I offering the highest benefit level. Family members can select different clinics and/or tiers.

Regions Hospital pays between 63% and 80% of the total cost of your dental plan. Shown below are the employee and employer costs:

Coverage Type	Total Plan Cost	Employer Cost per Month	Your Cost per Month	Your Cost Semi-Monthly
Single	\$ 53.38	\$ 31.28	\$ 22.10	\$ 11.05
Family	\$129.80	\$ 76.38	\$ 53.42	\$ 26.71

BASIC LIFE INSURANCE

Each Resident is provided a \$50,000 basic life insurance policy at no cost in addition you may purchase Optional Life Insurance for yourself, your spouse and your dependent children.

OPTIONAL LIFE INSURANCE

You can choose additional employee life, spouse life or dependent life coverage. New enrollment and increases always require approval of the Minnesota Life Underwriters. You must complete an Evidence of Insurability form for each person you wish to enroll in Optional Life Insurance.

ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D)

AD&D doubles the benefit value if the insured person dies as a result of an accident. AD&D also pays benefits if the insured person suffers loss of limb or eyesight as a result of an accident.

COVERAGE	CHOICE	COST
Employee Additional Life (Optional coverage for you)	In multiples of \$20,000 up to a maximum of \$300,000	Based on your age and the amount of coverage you take (See Rate Chart)
Spouse/Domestic Partner Life (Optional coverage for your spouse)	In multiples of \$10,000 up to \$250,000	Based on the employee's age and the amount of spouse coverage you take.
Accidental Death and Dismemberment (AD&D)	Can be added to the employee and/or life amount of coverage	\$.02 per \$1,000 coverage
Dependent Life (Optional life insurance coverage for your children)	\$10,000 for each child age six months or older. For children between 14 days and six months of age: \$1,000 of coverage	\$1.00 semi-monthly covers all eligible dependents to their 19 th birthday, or 25 th if full-time students

In the event that your spouse is also employed by Regions Hospital, the maximum optional insurance each employee can have is \$300,000. Life Insurance premiums are paid with after-tax dollars.

Shown below are the monthly rates for each \$1,000 of coverage for employee optional life insurance and/or spouse/domestic partner life insurance. (Remember, Spouse life insurance rates are determined by the **employee's** age)

Age	Life Only	Life with AD&D
Under 30	\$.03	\$.05
30-34	\$.04	\$.06
35-39	\$.05	\$.07
40-44	\$.08	\$.10
45-49	\$.12	\$.14
50-54	\$.21	\$.23
55-59	\$.33	\$.35
60-64	\$.51	\$.53
65-69	\$.90	\$.92
70-74	\$1.63	\$1.65

SHORT-TERM DISABILITY

Short-Term Disability can be used any time you are away from work due to an accident or illness including, but not limited to: surgeries and maternity leave, as long as a certified health care provider approves your time away from work. The Human Resources Department requires that you fill out all necessary leave of absence forms within 15 days of the date you begin your leave of absence. The Hospital offers two Short-Term Disability plans. The 1/8 Day Plan takes effect on the first day of an accident or the eighth day of an illness and the 30 Day Plan takes effect on the thirtieth day of an accident or illness. You may choose either of the two plans, but not both. Benefits may continue until you recover, up to 26 weeks from the date of disability.

You may purchase coverage in multiples of \$250, with the total coverage not to exceed two-thirds of your monthly pay. The maximum monthly benefit is \$3,000. Premiums are paid on an after-tax basis: therefore, any benefit received from a short-term disability claim is not considered taxable income.

Annual Benefit	Monthly Benefit	1/8 Day Plan Semi-monthly cost	30 Day Plan Semi-monthly cost
\$ 3,000	\$ 250.00	\$ 2.87	\$ 97
\$ 6,000	\$ 500.00	\$ 5.74	\$ 1.94
\$ 9,000	\$ 750.00	\$ 8.61	\$ 2.91
\$12,000	\$1,000.00	\$11.48	\$ 3.88
\$15,000	\$1,250.00	\$14.35	\$ 4.85
\$18,000	\$1,500.00	\$17.22	\$ 5.82
\$21,000	\$1,750.00	\$20.09	\$ 6.79
\$24,000	\$2,000.00	\$22.96	\$ 7.76
\$27,000	\$2,250.00	\$25.83	\$ 8.73
\$30,000	\$2,500.00	\$28.70	\$ 9.70
\$33,000	\$2,750.00	\$31.57	\$10.67
\$36,000	\$3,000.00	\$34.44	\$11.64

FLEXIBLE SPENDING ACCOUNTS

Flexible spending accounts allow you to set aside pre-tax dollars from your paycheck to pay for eligible health and dependent care expenses. Each year you decide if you want to participate in either or both of the accounts, and how much money from your pay you want to allocate to the account(s). The maximum amount that can be allocated for each account is \$5,000 annually. Or \$208.33 semi-monthly. These accounts are deducted from your pay, and credited to your account(s) before State, Federal and Social Security taxes are calculated. Current IRS rules requires that once you enroll, contributions continue for the entire year. Changes are allowed only if you have a change in family status. The IRS requires you to use all of the money you allocate for each account each calendar year. You forfeit any money left in either account at the end of each calendar year. By law, any money you do not use cannot be paid back to you individually or carried over into the next year. Claims for expenses incurred in 2010 will be accepted until March 31, 2011.

- The Health Care Spending Account allows for the reimbursement for any expense that you could take as a legitimate federal income tax deduction. Examples of covered expenses are:
 - Deductibles and co-pays from health and dental plans
 - Any medical or dental expense you pay beyond the deductible
 - Glasses, contact lenses, prescription sunglasses, and eye exams not covered by insurance
 - Laser eye surgery if you are a candidate

- The Dependent Care Spending Account allows for reimbursement for any dependent expenses that you could take as deductions on your federal income tax return. Eligible dependent are:
 - Children under age 13 and
 - Dependents who are physically or mentally unable to care for themselves

If you are married, your spouse must be employed or must be a full-time student in order to be eligible for the dependent care spending account.

You can obtain a complete list of IRS eligible expenses by contacting Health Partners Member Services at 952-883-7000.

DOMESTIC PARTNER COVERAGE

Regions recognizes a domestic partner, either same sex or opposite sex, as an eligible dependent, in the same manner as a lawful spouse. Also, dependent children of domestic partners are eligible for coverage. In order to qualify for domestic partner coverage, the Hospital requires the completion of a spousal equivalent affidavit. IRS regulations impose specific taxes for the coverage of domestic partners, and domestic partners are not eligible to participate in the Hospital's spending account plans. For more information or to apply for domestic partner coverage, contact Human Resources at 651-254-0946.

PAYING FOR YOUR COVERAGES

All employee premiums are deducted from paychecks on a semi-monthly basis. Your medical and dental premiums will be deducted from your pay on a pre-tax basis unless you direct Human Resources to deduct your premiums on an after-tax basis. Life insurance and Short-Term Disability premiums are deducted from your pay on an after-tax basis.

RETIREMENT SAVINGS PLUS PLAN

The Principal Financial Group is our provider for the Retirement Savings Plus Plan and the 403(b) Plan.

- You automatically become a participant when you have completed one year of service, worked 1000 hours in a calendar year and you are at least 21 years of age.
- Regions Hospital contributes 4% of your annual pay as a base contribution.
- You are 100% vested in the base contributions after 3 years of service.
- You choose your investment funds.
- Additionally, Regions Hospital contributes a matching contribution up to 2% of annual pay when you participate in the optional 403(b) plan. You are 100% vested in the 403(b) matching contribution immediately.

REGIONS HOSPITAL 403(b) PLAN

- The 403(b) Plan is a pre-tax, tax deferred payroll deduction retirement savings program.
- You may participate immediately upon employment, whether full time, part time or on-call.
- You set the amount (flat dollar or percentage) you want to contribute and can change this amount as you wish.

You can enroll in the Regions Hospital 403(b) plan one of three ways:

1. **Enroll online** - Visit www.principal.com
 - Click on the "Login" button and then the "Personal Login" link
 - Select the "Establish your new Username and Password" link.
 - Enter the retirement plan Contract number/Plan ID (520658).
2. **Enroll by telephone** - Call The Principal at 1-800-547-7754
3. **Sign up for a one-on-one meeting** with a representative of The Principal.

Signing up for one-on-one meetings is easy!

- Go to ERIC website and click on the headline: **Regions Employees: Enroll in the 403(B) retirement plan today.** Select a date and time that is convenient for you!
- You'll receive a confirmation email once you have successfully scheduled the meeting, and a reminder email prior to the scheduled date and time.