

# Partners Residents Benefits

---

The following is a brief description of the Partners Residents Benefits program. To be eligible for benefits you must be regularly scheduled to work at least 87 hours per month at a standard hospital salary of at least \$833.34 per month. The benefits program is designed to give you the flexibility to customize a benefits program that meets your needs and the needs of your family.

Matriculants have 30 days from the date of hire to make benefit elections; coverage is effective as of the hire date. Each year during the annual benefits open enrollment period, you will have the opportunity to change your coverage for the next calendar year. In addition, you may make mid-year changes in response to new "life events".

## Total Choice Pay

Partners provides core benefit coverage and also provides "Choice Pay", which you may use towards the purchase of those benefits which best address your current needs. You may use your Choice Pay to pay for benefit coverage, to accumulate savings for retirement, or you may elect to receive it as taxable compensation. It is your decision during each annual enrollment period how to allocate your Choice Pay for the next year.

## Long Term Disability

You will automatically be enrolled in Long Term Disability insurance coverage, which would replace 60% of your pay if you were disabled for more than 90 days. The monthly cost is \$13.32/month. Proof of good health is not required and acceptance is guaranteed. When you sign up for benefits, you will have the option to elect a higher (80%) coverage level or to decline (or waive) coverage. If disabled under this plan, in addition to the continuance of a portion of your monthly income, you would be able to continue your medical, dental, vision and basic life insurance coverage at the employee rate. The plan has loan repayment options, a portability provision and a feature that protects against future earnings loss due to disability.

## Medical Coverage

You have a selection of six plans representing the full spectrum of healthcare program offerings, from fee-for-service to HMOs: BC/BS Master Health Plus, BC/BS Partners Plus, BC/BS Partners Value, Harvard Pilgrim Health Care, Neighborhood Health Plan and Tufts Health Plan.

You will receive an additional Medical Participation Choice Pay allocation (only if you elect medical coverage) toward the purchase of medical insurance, the cost of which varies depending on your level of coverage: employee only, employee plus spouse/same-sex partner, employee plus children or family. Please note that if you elect not to be insured by Partners you will be asked to show evidence that you are appropriately insured through another means.

## Prescription Drug Coverage

If you enroll in a medical insurance plan, you will automatically be enrolled for pharmacy coverage. The pharmacy benefit is provided through Medco® and provides prescription drug coverage using a network of participating pharmacies or mail order service.

## Vision Coverage

Davis Vision provides coverage for basic vision services using a network of participating optometrists. A reduced level of benefit is available for out-of-network services.

### Dental Coverage

You may select from two Delta Dental plans: Major or Basic. You will receive an additional Dental Participation Choice Pay allocation (only if you elect dental insurance) toward the purchase of dental coverage, the cost of which varies depending on your level of coverage: employee only, employee plus spouse/same-sex partner, employee plus children or family.

### Life Insurance and Accidental Death and Dismemberment Insurance

Partners provides you with basic group term life insurance coverage equal to one times your annual base pay as part of your core benefit program. You may choose to purchase additional life insurance or Accidental Death & Dismemberment (AD&D) insurance to increase your level of coverage, and/or you may purchase coverage for your spouse/same-sex partner and/or dependent child(ren).

### Flexible Spending Accounts

You may establish reimbursement accounts for health care and/or dependent care expenses. These accounts are used to set aside pre-tax dollars to reimburse out-of-pocket dependent care expenses and/or uninsured medical, dental and/or vision care expenses. The annual maximum for the Health Care Account is \$3,000.00, and the maximum for the Dependent Care account is \$5,000.00 per family. (The IRS prohibits using reimbursement accounts to reimburse you for expenses incurred by domestic partners or their dependent children)

### Retirement

Partners offers two types of 403(b) Tax Sheltered Annuity (TSA) accounts through which you can voluntarily save money for retirement through salary reduction. You may make pre-tax contributions through the Traditional TSA and/or after-tax contributions through the Roth TSA Program. These are completely employee-funded. The investment providers available are TIAA-CREF, Fidelity Investments and the Vanguard Group.