January 2017

*Benefits Highlights for Medical Center Employees*

**Health Insurance Plans**

A Tricare Supplement plan is offered to Tricare eligible employees: all other employees have the option to enroll in the MUSC Health Plan. Administered through Blue Cross Blue Shield of SC, the MUSC Health Plan is heavily subsidized by the Medical Center and offers unlimited lifetime benefits. All Medical Center employees are paid every two weeks and 50% of an employee’s portion of the monthly premium is deducted from the first two pay checks of each month.

**The MUSC Health Plan**

If you select an MUSC Primary Care Physician who coordinates your care including providing referrals to MUSC specialist physicians and for procedures conducted at MUSC, you will pay less out of pocket for most areas of care and have access to many preventative services free of charge.

Here are the highlights of the coverage if you receive coordinated care within the MUSC network of doctors and clinics:

- Physician office visit copays - $25 copay for primary care, OBGYN and Rapid Access Clinic visits & $45 copay for MUSC specialist physicians with a referral
- $75 copay for MUSC specialist physicians without a referral from your MUSC Primary Care physician
- For most radiology procedures – simple copay of $75
- $265 copay for MUSC hospital based out-patient surgery
- Good preventative care for kids
- Many free preventative services for adults as per the provisions of Affordable Care Act including an annual GYN exam
- $6 monthly prescription for generic drugs when filled at MUSC pharmacies

If you choose to receive your care outside of the MUSC network of doctors and clinics but within the network of the Standard State Health plan, the benefits of the State’s Standard State Health plan apply - here are the highlights:

- $445 annual deductible for individuals $890 for families
- 80/20 coverage – you pay 20% co-insurance against the allowable cost of medical procedures after annual deductible and copays
- No co-insurance after the out-of-pocket maximum of $2540 for individuals has been met although per visit and/or per deductible charges can still apply
- Wide coverage network – this plan is accepted by every general hospital in South Carolina and you will find doctors and hospitals who are in-network in every State in the nation
- Good preventative care for kids
Retiree Insurance

If you retire from MUHA, you may be eligible to take your health, dental & vision insurances with you at the subsidized rate for the rest of your life.

Medicare Supplement Plan

Assuming you meet the qualifications to take your health insurance with you into retirement, when you reach age 65, you will have the ability to exchange your health insurance for a subsidized Medicare supplement plan. This plan, offered through the State, has been customized to fit together with Medicare coverage to limit the out of pocket expenses to a minimum. The drug coverage on this is considered superior to Medicare part D.

Dental Insurance
The State offers 2 levels of dental insurance coverage. In the month of October during Open Enrollment (odd years only), you will have the opportunity to upgrade or downgrade your coverage which will then stay in effect for a period of 2 years.

Basic Dental
The benefits of this plan are:

- Cost – free for single coverage and less than $12 per paycheck for family coverage
- Wide coverage – most licensed dentists will accept this insurance
- Each insured person is reimbursed up to $1000 per year for covered services

Dental Plus
This coverage is offered as a supplement to the basic dental and offers the following additional benefits:

- An extra $1000 per person of dental insurance benefits per year
- Insurance pays more since it has a more generous reimbursement schedule

Life Insurance
Term life insurance is available to all benefits eligible employees and their families:

- $3,000 of employee term life comes as part of the benefits of the MUSC Health plan and is provided at no additional cost
- Optional Term Life program offers new employees the ability to insure themselves for up to 3 times their base salary rounded down to the closest $10,000, without proving good health
- Spousal and children - $10,000 or $20,000 for spouses and $15,000 for children. Once again, no medical history is required.
- All employees can apply to increase coverage to a maximum of $500,000
- Spouses of employees can potentially apply for up to $100,000 of coverage
Employees only – once you have participated in one of our two principal retirement plans (mandatory for permanent employees) the State Retirement system provides a death benefit equivalent to one year’s base salary for active employees.

The ability to convert the term life insurance to whole life upon termination of employment or retirement

Disability Insurance
The State offers two forms of long term disability coverage and the hospital contracts with an outside insurance company to offer short-term coverage:

- Basic long term disability
  This comes embedded within the MUSC Health plan and, after a 90 day disability, approved claims pay 62.5% of base salary, up to a maximum of $800 per month although income offsets can apply. There is no additional cost for this over and above the medical insurance premiums

- Supplemental long term disability
  This coverage is optional but is very reasonably priced (average premium is approximately $5 per paycheck) and, on approved claims, pays 65% of base salary up to a maximum of $8000 per month potentially until age 65

- Short term disability
  Offered through American Public Life Insurance Company, approved claims pay benefits after a seven day waiting period up to a maximum of 12 weeks. You get to choose the amount of coverage although it cannot exceed 60% of your regular monthly earnings.

Vision Insurance
Offered through EyeMed Vision Care, this insurance is accepted at hundreds of locations within South Carolina and many more nationwide including leading optical retailers such as LensCrafters, Pearle Vision, Target Optical, Sears Optical among others. The benefits of this plan include:

- Very reasonable premiums – less than $4 per paycheck for individuals and $11 for families
- $10 copay for an annual eye exam
- $10 for a pair of glasses if you stay under the budgeted amounts for lenses & frames

Retirement Plans
There are 3 main plans (“permanent” employees must select one) and four supplemental plans.

State Pension plan (SCRS)
This is a traditional pension plan – employees contribute 8.66% of gross pay and once you reach certain career milestones, you receive a monthly check for life. The benefits of this plan are:
Generous match – the State requires the hospital to contribute over 16% of employees’ pay into this plan although approximately 5% is used to subsidize retiree health, dental and vision insurance for those who qualify.

Full retirement, e.g. age 62 with 28 years of participation can generate a pension of close to 50% of employees’ pre-retirement annual pay

Pension checks customarily receive an annual cost of living increase

**Optional Retirement Plan (ORP)**

This plan is similar to a 401K. Employees contribute 9% of gross pay and receive a lump sum of money at retirement based on the performance of selected investments. The advantages are:

- Generous match: even though the hospital is still required to send the retirement system over 18% of each employees’ gross pay (includes the retiree insurance costs) 5% is then allocated into employees’ accounts as matching dollars
- Immediate vesting – regardless of how long you are employed, the 5% match is yours to keep whenever you leave employment
- Flexibility – Employees will have 3 or 4 opportunities to switch to the pension plan during their first 5 years of membership in the ORP
- Choice of investment providers – Four nationally recognized companies offer their investment choices and access to licensed financial advisors

**Special Healthcare Retirement Plan (SHARP)**

This plan is only available to certain employees – nurses but not nurse managers, patient care technicians and technical support staff who work clinically. The advantages of this plan are:

- No employee contribution
- 6 different investment strategies
- Hospital contributes approximately 5% of participant’s gross pay

**Traditional 401K, Roth 401K, 403B and 457 Plans**

All 4 of these supplemental retirement plans are available to all employees including those working in temporary and part time positions. The advantages of these plans are:

- Contributions to 3 of the 4 plans are made pre-tax, thereby reducing current income tax liability
- Roth 401k provides the opportunity to receive tax free income at retirement
- Employees choose the amount to contribute from as little as $10 per paycheck
- Employees under 50 can contribute as much as $36,000 into a combination of these plans in 2017. For ages 50 and over, this rises to $48,000
- Flexibility: the option to change or suspend the contribution amount every payroll
- Many investment options and access to licensed financial advisors

**Paid Time Off (PTO), Extended Sick Leave (ESL)**
o A minimum of 23 days (includes 7 nationally recognized holidays) of PTO and 8 days of ESL for 40 hour per week employees with higher accrual rates for long term employees. PTO accrual rates increase at 4 years and then again at 8 years of qualified periods of employment
o Up to three days of paid funeral leave for bereavement
o Paid jury duty and military leave

**Tax Favored Spending Accounts**

Through the MoneyPlus program, benefits eligible employees have the ability to use pre-tax dollars to pay for eligible dependent day care and medical related expenses - contributions are payroll deducted on a pre-tax basis. The program includes:

- Medical spending account
- Dependent day care account
- Ability to pay insurance premiums with pre-tax dollars

**Tuition Assistance**

The hospital is committed to helping employees improve their work related knowledge and skills through completion of course work and degrees offered by higher education institutions. This program includes:

- Tuition assistance up to $5250 per year
- May be eligible for a tax exclusion of up to $5250

If you want to find out more information about any of the benefits mentioned above, we invite you to visit us at the Benefits Desk in the Medical Center HR office - Suite 200, 163 Rutledge Ave, Charleston SC 29403 or call us at 843 792 0826. Alternatively, you can also visit the HR website at:

[http://mcintranet.musc.edu/hr](http://mcintranet.musc.edu/hr)

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*This document is not intended to provide a comprehensive description of all aspects of the programs mentioned*