

2013 Benefit Summary – Physicians, PhDs, Podiatrists

	BENEFITS	WHO'S COVERED	WHEN ELIGIBLE	BENEFITS DESCRIPTION	YOUR COST
Health care program	Park Nicollet First Plan or Personal Choice Plan both administered by Health Partners	Regular full-time and part-time staff (60% time +) and eligible dependents* (see Spouse eligibility), including same-gender domestic partner.	First of month coinciding with, or following, the date of hire or transfer to eligible status	Two plan options. <ul style="list-style-type: none"> The Park Nicollet First Plan to use Park Nicollet Health System as your provider network The Personal Choice plan offers a more extensive provider network with coverage that varies based on the provider you see 	Premium cost-sharing. See premium table. Premium deducted on pre-tax basis.
Dental care program	Delta PPO / Premier	Regular full-time and part-time staff (60% time +) and eligible dependents* (see Spouse eligibility), including same-gender domestic partner.	First of month coinciding with, or following, the date of hire or transfer to eligible status	One comprehensive plan design. Percentage cost-sharing, depending on the use of Delta provider network and type of service. There is an out-of-network option. See your benefits handbook for details.	Premium cost-sharing. See premium table. Premium deducted on pre-tax basis.
Optical Program	Optical & Contact Lens Benefit	All regular full-time and part-time staff (50% time +)	First of month coinciding with, or following, the date of hire or transfer to eligible status	A benefit plan for employees to purchase glasses and /or contact lens at discounted prices from Park Nicollet Optical Stores. There is no out of network option.	See premium table. Premium deducted on pre-tax basis.
Flexible spending accounts (FSA)	Health Care, Dependent Care and Work Related Transportation Reimbursement Accounts	All regular full-time and part-time staff (50% time +)	First of month coinciding with, or following, the date of hire or transfer to eligible status	Elect a pre-tax salary reduction to cover IRS eligible expenses. Health – annual min \$100/max \$2500 Dependent - annual min \$100/max \$5000 Parking - annual min \$24/max \$2880 Public transit - annual min \$24/max \$1500	Pretax election divided equally and deducted on each paycheck
Survivor's protection	Basic group term life insurance Supplemental group term life insurance (optional) Dependent group term life insurance (optional) Accidental death and dismemberment (optional)	Regular full-time and part-time staff (60% time +) Regular full-time and part-time staff (60% time +) Regular full-time and part-time staff (60% time +) Regular full-time and part-time staff (60% time +)	First of month coinciding with, or following, the date of hire or transfer to eligible status Same as basic group term life insurance Same as basic group term life insurance Same as basic group term life insurance	Choice of two times basic annual earnings with a maximum of \$400,000 or \$50,000 One to four times basic annual earnings Spouse or domestic partner: choice of \$25,000, \$50,000, \$75,000, \$100,000, \$125,000, \$150,000, \$175,000, 200,000 Children - \$10,000 \$1,000 (14 days to six months) Optional amounts between \$25,000 and \$500,000 available. Coverage for family members also available.	Imputed Life applies. (Income taxes on the cost of employer-paid life insurance that exceeds \$50,000.) Premium based on age and amount of coverage elected. See premium table. Premium based on amount of coverage elected. See premium table. Premium based on coverage selected. See premium table.
Educational Programs	Continuing education	All regular full-time and part-time staff (50% time +)	Hire date	\$4,000 allowance for full-time staff, (Prorated during first year and for part-time.) Carryover up to \$2,000.	Expenses in excess of allowance
Dependent Care Program	Discounts & Cost-Sharing	All regular full-time and part-time staff .5 FTE or more	Date of hire	Hennepin Home Health Care for Sick Kids (in home care)	\$3.67/hr co pay; 2nd child \$.88/hr co pay.

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Retirement plans	Pension Plan	All staff who meet Plan eligibility requirements	First Jan. 1 or July 1 following age 21 and completion of one year of employment (at least 1,000 hours)	100% Employer contribution. Formula: 4.5% of eligible pay plus 5.2% of eligible pay over 100% of Social Security wage base. Annual contribution. Must be employed 12/31 and have worked 1,000 hours within the calendar year.	Park Nicollet paid
	Park Nicollet Health Services 401(k) Retirement Savings Plan	All staff who meet Plan eligibility requirements	Hire date and age 18. Eligible for matching contributions after 1 year & 1,000 hours of service.	Voluntary pre-tax or Roth after-tax contributions of pay to annual maximum (\$17,500 in 2013; \$23,000 age 50+). Park Nicollet's discretionary matching contribution (on first 4% of salary contributed) is budgeted for \$.40 per dollar and may increase to \$.50 per dollar based on Park Nicollet's operating income level. Annual contribution. Must be employed 12/31 and have worked 1,000 hours within the calendar year.	Amount of voluntary contributions. You will be automatically enrolled at a 2% contribution. You may increase or decrease this contribution percentage at any time. <i>Not applicable to rehires.</i>
	Elective Salary Deferral 457(b) Plan (Non-Qualified Plan)	All regular full-time and part-time staff who meet Plan eligibility requirements.	Hire date	Voluntary pre-tax contribution up to \$17,500 in 2013; beyond the 401(k) plan and IRS limitations.	Amount of voluntary contributions
Income protection	Sick time	First 6 months of employment only: regular full-time and part-time staff (60% time or more)	Hire date; same as salary continuation	Accrue one day a month (part-time prorated). Maximum 6 days during first 6 months of employment. Unused accrual expires at end of 6 months of employment.	Park Nicollet paid
	Short-term disability	Regular full-time and part-time staff (60% time or more)	After 6 months of employment	For personal illness or medically related disability: full salary, first 12 weeks, 80% salary next 14 weeks.	Park Nicollet paid
	Long-term disability	Regular full-time and part-time staff (60% time or more)	Hire date; upon approval of carrier	For disability due to injury, accident or illness: 60% of monthly earnings after 26 weeks of disability. Maximum monthly benefit \$18,000. Two options available: Noncontributory or Imputed Income.	Park Nicollet paid
Other	Time away from practice	All regular full-time and part-time staff (50% time or more)	Hire date	Years as MD/PhD Weeks allowed 5 or less: 5 6 to 10: 6 11 to 35: 7 36+ : 8 Note: Unused allowance expires on the last day of February following the year of allowance (part-time prorated).	
	Professional Liability		Hire date	Coverage for all professional services as a provider.	Park Nicollet paid
	Medical and DEA license		Hire date	State and DEA licenses paid.	Park Nicollet paid
	Professional association dues		Hire date	State and county association dues paid if you are an officer, delegate or committee member. Otherwise the dues can be paid from CME allowance.	Expenses not covered by Park Nicollet's benefit
	Hospital staff dues		Hire date	Hospital staff dues necessary to your practice paid.	Park Nicollet paid
	Board exams		Hire date	Expenses associated with the taking of board exams paid.	Park Nicollet paid
	Company discounts		Hire date	Special discounts available for staff at Park Nicollet cafeterias, pharmacies, optical departments, and discounted tickets to theaters and other entertainment.	Based on services requested

This "Benefit Summary" is intended to be a Summary of Benefits. If there is any inconsistency between this Benefit Summary and the "Health and Welfare Plan for Employees of Park Nicollet Health Services" and your contract agreement, the "Health and Welfare Plan" and your contract documents will prevail.

*Spouse eligibility: Spouses and domestic partners who have access to health or dental coverage through their own employers are not eligible unless they are required to pay more than 50% of the premium. An Affidavit of Spouse and Domestic Partner Status for Health and Dental Coverage is required upon enrollment.