



## Employee Benefits 2012

### Health Benefits

Effective first of the month following three months of employment.

Employees may choose the provider and plan that best suits their needs:

	Monthly Cost Single	Monthly Cost Family
United Healthcare Indemnity	\$404.46	\$1,051.64
United Healthcare Choice Plus	\$0.00	\$0.00
Oxford Freedom Access High	\$0.00	\$0.00
Oxford Freedom Access Low	\$0.00	\$0.00
Oxford Freedom Exclusive Provider Organization	\$0.00	\$0.00

### Dental Benefits

Effective first of the month following three months of employment.

Employees may choose the provider and plan that best suits their needs:

Guardian Traditional Indemnity Plan	\$ 0.00	\$0.00
Guardian DMO	\$ 0.00	\$0.00
Guardian Optional Voluntary	\$ 0.00	\$0.00

### Vision Benefits

Effective first of the month following three months of employment.

Please choose the provider and plan that best suits your needs:

Davis Vision Plan	\$ 5.26	\$13.83
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### Health Care Spending Account

Effective first of the month following three months of employment.

Employees may deposit up to \$4,000 per calendar year, before taxes, for eligible expenses that are not covered under our medical or dental plans.

*This money must be used for claims incurred by the end of the calendar year or it is forfeited.*

### Dependent Care Spending Account

Effective first of the month following three months of employment.

Employees may deposit up to \$5,000 per calendar year, before taxes, for eligible dependent care expenses that allow you and your spouse to work.

*This money must be used for claims incurred by the end of the calendar year or it is forfeited.*

## **Life Insurance**

Effective first of the month following three months of employment.  
Four levels of optional coverage are available:

### **Basic Benefit:**

One Times salary (up to \$1,500,000 provided at no cost to employee)

### **Optional Benefit Levels:**

Employees may purchase additional life insurance in salary multiples of:

.05x

1x

1.5x

2x

2.5x

3x

3.5x

4x

4.5x

5x

The cost of additional life insurance will be based on the employee's age and salary. The maximum combined amount of available insurance is \$1,500,000; amounts over \$750,000 will require evidence of insurability.

*Premium payment is required as an after-tax deduction.*

## **Accidental Death and Dismemberment**

Effective first of the month following three months of employment.  
Four levels of optional coverage are available:

### **Basic Benefit:**

\$50,000

### **Optional Benefit Levels:**

Employees may purchase additional life insurance in salary multiples of:

.05x

1x

1.5x

2x

2.5x

3x

3.5x

4x

4.5x

5x

The cost of additional life insurance will be based on the employee's age and salary. The maximum combined amount of available insurance is \$1,500,000; amounts over \$750,000 will require evidence of insurability.

*Premium payment is required as an after-tax deduction.*

## **Long-term Disability Benefits**

Effective first of the month following three months of employment.

**Basic Plan** - Replaces 60% of your monthly salary, with a maximum monthly benefit of \$1,200. (Provided at no cost to employee)

**Optional Plan** – If you earn more than \$24,000 per year, you may increase your LTD coverage. Optional LTD coverage also replaces 60% of your monthly salary above \$24,000 but with a maximum monthly benefit of \$8,800. The maximum combined monthly Basic and Optional benefit you may receive is \$10,000.

*Premium payment is required as an after-tax deduction.*

## **STATE MANDATED PLANS**

Employees are immediately eligible for state mandated programs

**SHORT-TERM DISABILITY:** Pays maximum of \$170 per week for maximum of 26 weeks. Coverage is provided by UNUM Provident. Employees contribute \$1.20 per payroll

**WORKERS' COMPENSATION:** Pays maximum of \$400 per week for job related injuries as well as related medical bills through Chartis, Inc.

## **Tuition Assistance Program**

Effective the first of the month following six months of service. Employees may enroll in the Tuition Reimbursement program. Reimbursement for employees pursuing a Degree will be up to the following limits:

<b>Degree Program</b>	<b>Annual Maximum</b>
Associate's Degree	\$6,000.00
Bachelor's Degree	\$10,000.00
Master's Degree	\$12,000.00
Doctorate Degree	\$12,000.00

Benefits for part-time employees are pro-rated. Courses must be job related or related to a degree within the healthcare discipline. Please see Human Resources Policy & Procedure for official details.

## **Parking**

Parking facilities are maintained at a reasonable cost to employees. The current monthly rate for commuter parking as of January 1, 2012 is \$248.00(\$230 pre tax, \$18 post tax). All full-time employees will be accommodated as space allows. Alternate parking options are also available for part-time and per-diem employees as well. A bicycle rack is available for interested employees.

**Please contact Sean Moyles @ ext.2764or Suzanne Jesnes @ ext.1350 for further information.**

## **TRANSITCHEK Program**

Effective immediately.

Employees have three ways to use the TransitChek Program, depending on their commute. First, the Premium Transit Chek Metrocard for commuters on MTA subways and buses. Second, credit on your ticket by mail account for commuters on LIRR, MetroNorth and NJ Transit. Finally, TransitChek Vouchers which can be used to purchase various types of commuter transportation.

## **Section 529 College Savings Program**

A Federally Tax Advantaged College Savings Program for you and your family available through Financial Network

## **Employee's Pension Plan**

The Retirement Savings Plan is a defined contribution (DC) retirement plan. In a DC plan, you have an individual account to which contributions are made. You are responsible for deciding how the contributions in your account are invested from among the fund options available under the plan. You will receive HSS contributions equal to a percentage of eligible compensation for that pay period (from 4% to 8% annually) depending on your years of service. Employees become eligible to participate in the Plan and receive HSS contributions on the first of the month following the completion of one year of eligibility service. You will earn a year of eligibility service if you work 1,000 hours or more in the 12 months following your date of hire or in any Plan Year thereafter. You are immediately 100% vested in all HSS contributions (vesting means the money in your account is yours to keep). You are eligible to receive benefits from the Retirement Savings Plan when you retire or leave HSS. If you leave HSS before retirement, you can either leave your benefit in the Plan, or you can take your account balance with you by rolling it into an IRA (individual retirement account) or your new employer's defined contribution plan (provided your new employer's plan accepts rollovers). If you retire from HSS, you can choose to receive payment either as a lump sum (a one-time payment), or as one of several different types of annuities (an annuity is a monthly payment).

## **SUPPLEMENTAL PROGRAMS**

Employees are immediately eligible for all supplemental benefits.

- 403(B) Tax Sheltered Annuities**; Employees may contribute money, before taxes, for their retirement. Employees must enroll directly with Diversified Investment Advisors, Inc.

There is no bi-weekly minimum contribution amount. Employees may contribute up to the current IRS maximum annual limit of \$17,000. For those turning age 50 in 2012 or older, the contribution limit is \$22,500.

**Supplemental Life Insurance**: Employees can purchase coverage for yourself, your spouse, and/or your children.

**Supplemental STD Insurance**: Employees may purchase this insurance that works in conjunction with the state mandated plan. You choose the type of coverage and

waiting period to best suit your needs. This coverage provides additional income if you are out of work.

AFLAC NY Supplemental Cancer/Accident/Hospitalization Insurance: Employees may purchase coverage with AFLAC - NY which provides three supplemental programs that work in conjunction with the HSS health plans.

Municipal Credit Union: MCU offers payroll deduction for Savings Accounts, Certificates of Deposits, IRAs, Holiday Club Accounts, Money Market Accounts, and low cost VISA Cards.

**Direct Deposit**: Direct deposit of Payroll Checks to the bank of your choice. Forms are available in the Human Resources Department, and outside the PCQM Department, 1st Floor, Main Hospital.

**Corporate Discounts**: Hospital for Special Surgery participates in a wide variety of discount programs. These programs may vary from time to time. Companies that have provided HSS employees with discounts include; Company Store (Estee Lauder), Great Adventure, Dorney Park, Rye Playland, Bush Gardens, Macy\*s, Avis and Hertz Car Rental, Verizon wireless and various theater shows.

*Please contact Sean Moyles @ ext.2764 or Suzanne Jesnes @ ext.1350 for further information.*

**Benefits Unit**

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