

Benefits

Palmetto Health and the University of South Carolina School of Medicine

Medical Insurance

Residents choose from two medical plans:

- Health Reimbursement Account Medical
- Health Savings Account Medical (HDHP with Health Savings Account accessibility)

Medical Insurance is provided by Palmetto Health. Family coverage may be added by paying a premium difference. The Health Reimbursement Account is intended for individuals and families who anticipate needing more than just routine preventive and minor sick care, have more than occasional sick visits and/or high priced claims. Preventive, sick and specialty office visits are covered at 100 percent with no deductible when using a Palmetto Health Tier 1 provider. Other BCBS providers and out-of-network providers also are covered at varied deductible levels. The Health Savings Account plan is a high deductible health plan using Palmetto Health providers, the BCBS network of providers and Out of Network providers that enables you to take a more active role in managing your health care. It is intended for relatively healthy individuals and families who anticipate needing only routine preventive and minor sick care for you and your family. In exchange for lower bi-weekly payroll contributions, you have a higher deductible. There is no co-pay or deductible for preventive services in the Palmetto Health or BCBS network. Preventive services include annual physicals, screening services, well-child care and child/adult immunizations.

Prescription Drug Benefit

The program allows employees who are enrolled in one of the medical plans with Palmetto Health to obtain prescription drugs at the Palmetto Health Pharmacy, retail pharmacies, or through mail order with a co-payment.

Enrollment is automatic when you enroll in one of the two medical plans.

Dental Insurance

Palmetto Health's dental plans promote oral health by covering preventive services at 100 percent with NO DEDUCTIBLE. You can maximize your benefits when you use a dentist in Delta Dental's Premier or PPO network. Basic services are covered at 50 percent. Major services (bridges, dentures, crowns) are covered at 50 percent. The annual maximum insurance payment is \$500 per person out-of-network and \$750 in Delta PPO and Delta Premier network. "High-option" coverage includes orthodontic coverage. To cover you and your dependents, both options may be purchased through payroll deduction. Deductibles are waived at the Palmetto Health Richland Dental Center.

Vision Insurance

Vision coverage is provided by Palmetto Health for you and your dependents at discounted group rates through payroll deduction. The vision plan provides reimbursement for vision exams (\$45), lenses (\$90), frames (\$60) and contact lenses (\$150) purchased through a licensed provider of your choice.

Long-Term Disability Insurance

After 90 days of continuous employment, you are provided with a long-term disability insurance plan at no cost to you. The plan includes an elimination period of six months. The coverage amount for approved long-term disability (LTD) is 60 percent of your base monthly earnings from the date you initially leave work for a medical disability, up to a maximum of \$20,000 per month. The maximum duration of LTD will last until the Social Security normal retirement age as described in the policy. When you complete your residency, you may continue on an individual basis at the same low rate.

Portable Long-Term Disability Insurance

Upon completion of the residency program, Palmetto Health will provide you an opportunity to continue on an individual basis at the same low rate. This plan is especially designed for physicians. If you become sick or injured and cannot practice as a physician, this plan will protect lost earnings.

Life Insurance

Palmetto Health provides, at no cost to you, Basic Life and Accidental and Dismemberment insurance that is equal to your annual base salary. You may purchase voluntary life insurance in the amount of one to eight times your base pay at a discounted group rate. You also may obtain dependent life insurance coverage at a maximum of \$25,000 for your spouse and/or \$10,000 for children. These policies may be paid through payroll deduction.

Liability Insurance

Your liability insurance is provided by Palmetto Health while you are in the Graduate Medical Education Program. Palmetto Health will assist you in obtaining additional insurance if needed for moonlighting purposes and the premium expense to you may be payroll deducted for 12 months.

Vacation and Holiday Leave

Residents may take up to 20 days (23 days for PGY 3 and above) off for vacation and holiday leave. The resident will continue to receive his/her salary as set forth above during leave. Any time off must be scheduled and approved in advance by the respective director of Education, program director, or his/her designee. Five of these days will be scheduled by the program near calendar year end.

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Sick Leave

Leave (to include sick, maternity, family or personal medical leave) may be taken according to written GME and program policies.

Leave of Absence

Residents may take a leave of absence if it is approved by the respective program director.

Flexible Spending Accounts

Residents may enroll in a Dependent Care Flexible Spending Account and/or a Health Care Flexible Spending Account. These accounts allow employees to set aside pre-tax dollars for eligible and predictable health care expense not covered by health insurance and dependent care expenses for certain eligible dependents.

Health Savings Accounts

A Health Savings Account (HSA) gives you more flexibility and control over your health care costs, because it empowers you to make your own health care decisions. If you enroll in the Health Savings Account Medical plan, you will be automatically enrolled in an HSA, and HSA Bank and Palmetto Health will make quarterly contributions to your account. You can contribute through pretax payroll deductions, and the interest you earn is tax-deferred. Best of all, withdrawals from your HSA are tax-free when used for qualified medical expenses, including your deductibles, co-insurance and even your medical premiums after you retire. The balance of your HSA at the end of the plan year carries over from year to year. Your account is portable. This means it travels with you even if you leave Palmetto Health.

Palmetto Health Retirement Savings Plan

You may elect to participate in the Palmetto Health Retirement Savings Plan. The hospital will match your contributions one-for-one on the first three-and-a-half percent of your pay after one year of service. Six years of service is required to be eligible to receive 100 percent of the hospital's contributions.

Vesting Schedule

Years of Service Contribution

Less than 2 years.....	0%
2.....	20%
3.....	40%
4.....	60%
5.....	80%
6.....	100%

The plan is administered by Fidelity Investments. Loans and hardship withdrawals are available for qualified reasons.

Certification Courses

Palmetto Health provides at no cost to residents the courses required for a particular program, such as the BLS, FCCS, ACLS, ATLS, NRP and PALS.

Memberships

The South Carolina Medical Association offers membership to each resident.

License, Registrations and Exams

Licenses

- After the initial year, limited medical license application fees (\$150) are paid by Palmetto Health. Limited medical license renewal fees (\$150) continue to be paid by Palmetto Health throughout residency/fellowship.
- Those residents/fellows interested in obtaining a S.C. permanently endorsed medical license will pay all fees and Palmetto Health will reimburse \$150 each academic year toward the biennial (2 year) license.
- S.C. permanently endorsed medical license renewal fees (\$155 biennially) will be paid by Palmetto Health throughout residency/fellowship.

Registrations

- Narcotics registrations (State DEA \$125 – for one year period) will be paid by Palmetto Health for medical residents each year throughout residency/fellowship.
- Narcotics registrations (Federal DEA \$731 – for three-year period) will be paid upfront by Palmetto Health for medical residents but prorated based on expiration and graduation dates; unexpired portion of registration fee will be deducted from final resident check.

Exams

- USMLE Step 3 or COMLEX Step 3 – Up to \$700 reimbursement for exam fees are paid by Palmetto Health (one time only).

Travel

Travel expenses are paid at the discretion of the individual program. Travel allowances are provided for presenting at professional meetings.

Social Activities

Social events outside the hospital setting are arranged to help acquaint residents with each other and the Columbia area. Activities and seasonal functions organized by the Residents' Auxiliary are organized throughout the year.

Additional Benefits

- Meal allowance in Palmetto Health cafeteria while on duty (\$4.54 per meal period in 2017); discounts any other time.
- Allowance for journals, books and/or software.
- Up to four lab coats—cleaning provided.
- Health services, including vaccinations provided at *HealthWorks*.
- Parking in designated areas.
- Discounts available on medicines, retail sales, area theaters, Riverbanks Zoo, recreational parks, selected fitness centers.
- Counseling, assessment, referral and education are provided by E-Care of Palmetto Health; first five appointments each calendar year are provided at no cost to resident and immediate family.
- Free membership to USC's Blatt PE Center and discounted membership to Strom Thurmond Wellness Center. \$7 per pay period fee to access Y-Express sites at Palmetto Health Richland and Baptist campuses. \$12.50 per pay period fee to access Downtown YMCA.
- Numerous discounts from area retailers through Palmetto Health's Employee Discount Advantage program, available with hospital ID badge.

Salaries

2018–19

PGY 1.....	\$55,671.00
PGY 2.....	\$56,324.40
PGY 3.....	\$58,907.00
PGY 4.....	\$61,122.00
PGY 5.....	\$63,810.00
PGY 6.....	\$65,701.00