



BENEFITS HIGHLIGHTS FOR

PHYSICIANS, PSYCHIATRISTS, DENTISTS, PHYSICIAN ASSISTANTS, NURSE PRACTITIONERS, AND CLINICAL NURSE SPECIALIST-PSYCHIATRY
Benefits Effective April 1, 2015 through March 31, 2016

These benefits apply to the following employees:
Full-Time: FTE level of .75 to 1.0 FTE

Health Plans		
Plan	Description	Bi-Monthly Pricing
Medical	The PMS medical plans are administered by Blue Cross Blue Shield. PMS has three plans which are listed below along with the bi-monthly cost. All three plans cover in-network preventive care services at 100% with no deductible. Coverage is effective the 1 st of the month following 60 days of continuous employment.	Premiums are deducted from 24 of the 26 payrolls.
	CDHP+HRA - This plan is known as a consumer-directed health plan – it places greater control of healthcare expenditures in the hands of the plan participants. To help offset a portion of the deductible, PMS contributes \$500 for individual coverage and \$1,000 for family coverage into the Health Reimbursement Account (HRA) (prorated for the first calendar year of coverage). Until the HRA is exhausted, you pay nothing out of pocket for eligible in-network and out-of-network services. Any funds remaining in your HRA at the end of the calendar year will be rolled over into the next calendar year’s HRA to a maximum of three times the annual HRA amount. Once the HRA is exhausted, you pay the remainder of the deductible (\$2,000 individual/\$4,000 family). After the deductible has been met, you are responsible to pay co-insurance (20% in-network; 40% out-of-network).	\$41.55 – Employee (EE) Only \$99.83 – EE + 1 FM* \$154.12 – EE + 2 or more FMs*
	EPO - This plan keeps costs under control by restricting coverage to in-network providers and facilities (except in the case of emergency or prior medical approval). The deductible for the plan is \$1,500 for individuals and \$3,000 for family coverage. Once the deductible has been met the plan pays 75% of remaining claims. Office visits are subject to a \$35 co-payment for office visits or \$45 for a specialist office visit. With exception of lab and x-ray services, all other services received during the office visit are subject to a deductible.	\$73.09 – Single Coverage \$162.18 – EE + 1 FM* \$229.50 – EE + 2 or more FMs*
	PPO - This plan pays a more substantial benefit for services that are rendered with in-network doctors and facilities. The in-network deductible for the plan is \$1,000 for individuals and \$2,000 for family coverage. Once the deductible is met the plan pays 80% of remaining claims for in-network charges. Office visits are subject to a \$25 co-payment for in-network office visits or \$35 for an in-network specialist office visit. Any other services received during the office visit are subject to deductible and co-insurance (e.g., diagnostic X-rays or lab work). Out-of-network services are covered at a reduced amount and subject to Blue Cross Blue Shield of New Mexico’s allowable cost.	\$120.53 – Single Coverage \$249.90 – EE + 1 FM* \$370.77 – EE + 2 or more FMs*
Dental	This plan is administered by Delta Dental of New Mexico. The maximum annual benefit under the plan is \$1,500 per member. The deductible is \$50 for individuals and \$150 for family coverage. The plan pays up to 100% for certain procedures. Coverage is effective the 1 st of the month following 60 days of continuous employment.	\$4.00 – Single Coverage \$7.62 – EE + 1 FM* \$12.25 – EE + 2 or more FMs*
Vision	This plan is administered by VSP. The plan allows you to obtain eye exams and glasses from a participating provider for a minimal co-payment. Benefits are also available from non-participating providers. Coverage is effective the 1 st of the month following 60 days of continuous employment.	\$4.92 – Single Coverage \$9.83 – EE + 1 FM* \$15.84 – EE + 2 or more FMs*

*Family Member (FM) includes your legal spouse or legal children (up to age 26).

Life, Accidental Death & Dismemberment, and Long-Term Disability	Employer Paid Life Insurance - you are provided with 2 times your annual salary not to exceed \$200,000, rounded up to the nearest \$1,000. Employer Paid AD&D - you are provided with 2 times your annual salary not to exceed \$200,000, rounded up to the nearest \$1,000. Employer Paid Long-Term Disability – the benefit is for up to 60% of your basic monthly earnings not to exceed \$13,500 per month. The Employer Paid Life, AD&D and Long-Term Disability benefits are effective the 1 st of the month following 60 days of continuous employment.
Employee Assistance Program	Employer Paid EAP - 24/7 confidential support, guidance, and resources. Effective the 1 st of the month following 60 days of continuous employment.
Voluntary Benefits	Offered by Allstate and include: Universal Life, Term Life, Short-Term Disability, and Accident. This coverage is effective the 1 st of the month following 60 days of continuous employment. If elected, you pay the full cost of this coverage. Pricing varies.

Other Benefits	
Paid Time Off (PTO)	PTO hours accrue each payroll for an annual accrual amount of up to 200 hours. The accrual is capped at up to 300 hours. After 5 years of service the annual accrual increases up to 224 hours and is capped at up to 336 hours.
Holidays	PMS provides 7 paid Holidays per year. After completing 6 months of service, PMS provides 2 additional holidays -- your birthday and a floating holiday. The birthday holiday must be taken in the month of your birthday and the floating holiday must be taken by December 31 st of each year.
Malpractice Insurance	100% occurrence-based, in the amounts of \$1 million/\$9 million in coverage. Begins upon employment.
Stipend	Effective after 6 months of service for .5 and above FTE employees. The Stipend can be used to offset the cost of continuing education expenses, professional fees and licensure. Amount is based on licensure type and is paid in two installments in June and December.
Professional Continuing Education	Effective after 6 months of service for .5 or above FTE employees. Licensed Professionals qualify for paid leave not to exceed 5 days per calendar year pro-rated to your FTE level. Licensed Professionals include those employees who must maintain licensure or registration as a condition of employment.
NHSC or New Mexico State Loan Repayment Programs	All PMS sites are eligible for NHSC or New Mexico State Loan Repayment Programs.

Retirement Plans	
403B Tax-Deferred Savings Plan	Eligible upon employment. The 403b Plan is a Tax-Deferred savings plan. You are allowed to defer a portion of your salary into this plan and you are 100% vested at all times in the money you contribute to this plan. In 2014, you are allowed to defer up to \$18,000, if you are age 50 or above you can defer an additional \$6,000. The IRS has restrictions on how you can access your funds. You must read the plan documents for restrictions, limitations, and other plan provisions.
PMS Discretionary Contribution Plan	100% funded by PMS, this is a form of Defined Contribution Plan in which PMS contributes a discretionary amount on each participants behalf. To be eligible for this plan you must be at least 18 years old and you must work 1,000 hours during your first 12 consecutive months of employment with PMS. You enter the plan on either January 1 or July 1 (whichever occurs first) after meeting the eligibility requirements. You are fully vested in the plan after 6 “Years of Service”. The IRS has restriction on how you can access your funds. You must read the Summary Plan Description for restrictions, limitations, and other plan provisions.

This document gives a brief description of the Presbyterian Medical Services benefits plans. You must read the policies and Summary Plan Descriptions to have a full understanding of how these plans work and any restrictions or limitations that may apply. . If there is a conflict between this document, the summary plan descriptions and the plan document, the plan document governs.