

## 2019 Benefits Summary Executives

Hennepin Healthcare provides a comprehensive benefit program for employees in benefit earning positions. Unless otherwise noted, benefit earning includes employees who are regularly scheduled to work at least 40 hours per pay period.

Benefits are effective the first day of the month following date of hire. If hired on the first of the month, benefits go into effect that day.

### ELIGIBLE DEPENDENTS

Eligible dependents include your legal spouse and/or child(ren) to age 26 regardless of student or marital status, per MN State Law.

**PLEASE NOTE:** When you enroll dependents in the Hennepin Healthcare plan(s), you will receive a letter from the Dependent Verification Center requesting documentation to verify your dependent(s) eligibility. The letter will explain what documentation will be required, based on the dependent being added. If valid documentation is not received within the specified timeframe, your dependent(s) will be removed from the Plan(s) effective the end of the month following the verification deadline date.

### HEALTH INSURANCE

Hennepin Healthcare employees have a choice of two medical plan designs with varying benefit levels and three coverage options (employee, employee plus one dependent and family) to better meet the diverse needs of employees and their eligible dependents. All plans allow access to in-network and out-of-network providers. The highest level of coverage is provided when care is received from a Hennepin Healthcare provider.

#### **Options Health Plan**

The Options plan provides first dollar coverage for most services received at Hennepin Healthcare and low copayments for other in-network providers. Benefit coverage is the highest when you use Hennepin Healthcare providers and facilities. In addition, the Options Plan also offers the ability to access thousands of providers and facilities that are part of the Medica Choice Network. The lowest level of benefits is provided for services received outside the Medica Choice Network.

#### **Hennepin Healthcare Horizon Plan**

The Hennepin Healthcare Horizon plan is a no deductible coverage plan with low or no copays for Hennepin Healthcare in-network services. The plan also offers access to providers and facilities that are part of the Medica Choice Network, but with a high deductible and low coinsurance for most services. The lowest level of benefits is provided for services received outside the Medica Choice Network.

#### **Medical Plan (Non-Tobacco Monthly Rates)**

	Options Plan	Horizon Plan
Employee	\$103.02	\$38.70
Employee+1	\$404.20	\$164.44
Family	\$536.46	\$272.78

#### **Medical Plan (Tobacco Monthly Rates)**

	Options Plan	Horizon
Employee	\$118.02	\$53.70
Employee+1	\$419.20	\$179.44
Family	\$551.46	\$287.78

### DENTAL INSURANCE

## **Delta Dental Plan**

Plan benefits include 100% coverage for in-network preventive care. Most other services are covered at 50-80%. The calendar year plan maximum is \$1,250 per person. **Orthodontics is limited to dependent children from 8<sup>th</sup> birthday to 18<sup>th</sup> birthday. There is no orthodontia coverage if services are provided by out of network provider.** Coverage is 50% to a lifetime maximum of \$1,000 per child. Members have the ability to choose and receive services from any licensed dentist, however, the highest level of coverage is provided when care is received from a participating provider.

Three coverage options are available: employee only, employee plus one dependent, and family coverage. Hennepin Healthcare pays a portion of the premium for each coverage level, with the remainder paid by the employee through payroll deduction.

**Dental Plan (Monthly Rates)**

Coverage	Employee Cost
Employee Only	\$16.92
Employee +1	\$31.64
Family	\$51.14

## **LIFE/AD&D INSURANCE**

Hennepin Healthcare provides a Basic Life/AD&D insurance benefit of one times salary up to a maximum of \$150,000 at no cost to the employee. According to the IRS Code, employers must impute the value of Group Term Life in excess of the \$50,000 tax-free limit whether the premiums are paid by the employer or the employee. Therefore, the value of the any amount over \$50,000 is subject to income taxes (imputed income).

Supplemental Life/AD&D insurance is available, on a voluntary basis at group rates, for the employee, spouse, and/or dependent child(ren). (Dependent child(ren) may be covered through age 26, regardless of student status). Supplemental Employee Life/AD&D is available up to 7 times salary to a maximum of \$2M, with a Guarantee Issue of 4 times salary when enrolling within the first 30 days of eligibility. Supplemental Spouse and Supplemental Child Life are available in multiples of \$5,000 to a max of \$50,000.

**Under the Basic and Supplemental Life policies the Employee Life Insurance amount reduces by 35% at age 65, 50% at age 70 and 65% at age 75.**

## **WHOLE LIFE INSURANCE**

Whole life insurance is designed to pay a death benefit to your beneficiaries, but it can also build cash value you can use while you are living. The benefit offers an affordable guaranteed level of premium that will not increase with age. Unlike Term Life insurance, this coverage can continue into retirement. Evidence of insurability may be required.

## **SHORT TERM DISABILITY SALARY CONTINUATION**

Salary Continuation: Following a five-day waiting period of a qualifying medical leave, 100% salary continuation for up to the first three months for your own medical disability and then 2/3 pay for up to an additional three months at which point you may be eligible for long term disability insurance.

## **LONG TERM DISABILITY INSURANCE**

Long Term Disability Insurance is provided by Hennepin Healthcare at no cost to the employee. This coverage provides salary continuation benefits for long periods of disability due to injury or illness. The Plan provides a benefit of up to 60% of your pre-disability earnings to a maximum of \$15,000 per month. Benefits begin after a 180-day waiting period. The Maximum Benefit Period is determined by your age when the Disability begins, but may continue to age 67.

\*Individual Long Term Disability Insurance is provided by Hennepin Healthcare to executives making over \$300,000. Coverage is 60% of annual salary, less Group LTD to a maximum benefit of \$5,000. Combined LTD/IDI benefit up to \$20,000.

\*Individual Long Term Disability Insurance Buy Up is available to executives making over \$400,000. Coverage is a \$5,000 monthly benefit and includes a catastrophic benefit.

\*Executive must complete a paper application that is mailed to their home address.

## **FLEXIBLE SPENDING ACCOUNTS**

**Health Care Flexible Spending Account**

Employees may set aside up to \$2,700/year of pre-tax salary for reimbursement of out-of-pocket medical, dental and vision expenses.

**Dependent Care Flexible Spending Account**

Employees may set aside up to \$5,000/year of pre-tax salary for reimbursement of out-of-pocket dependent care expenses (day care, elder care, etc.).

**Both FSA plans are administered by 121 Benefits**

**EMPLOYEE ASSISTANCE PROGRAM**

Eligibility Requirement: All employees

Employees have access to an Employee Assistance Program through Unum. This program provides confidential assessments, referral, short-term counseling and crisis intervention services to employees and their immediate family members. The services are provided at no cost to employees and are available 24 hours a day, seven days a week. (1-800-854-1446)

**PAID TIME OFF BENEFITS (Flexible Paid Time Off – PTO)**

You have the flexibility to decide how to manage your paid time away from work. Paid time off is used for vacation, illness, holidays, family need or personal business. Hennepin Healthcare recognizes the following holidays: New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

During the month of December, you will be allocated PTO hours to be used during the next allotment period. For those hired or promoted during the year, the days and hours will be pro-rated. If you start in an Executive level role in the middle of the calendar year, the PTO on your first paystub will be for the full year allocation and will be adjusted to the pro-rated amount on your next paystub.) Part-time employees will be allocated Flex PTO on a pro-rated basis.

Annually, you will receive a direct communication when the next PTO allotment is available for use along with the allotment period (start and end date).

	Flex PTO Days Per Year
Executive	40

**Unused PTO at the end of the allotment period will not carry over into the future allotment period and will not be paid out upon termination of employment.**

**RETIREMENT BENEFITS**

**401(a) Defined Contribution Plan (Employer Contribution)**

Each pay period Hennepin Healthcare will contribute 10% of your eligible compensation to the 401(a) Defined Contribution Plan. Contributions are subject to applicable IRS limits, e.g., the compensation cap - \$280,000. Wells Fargo is the service provider that offers investment options to help grow your assets, along with services to keep you informed and help educate you on retirement savings concepts. There are a number of investment options available to you, and you choose among them based on your goals, your timeframe to retirement and your tolerance for risk.

Your enrollment in the plan begins on the date you begin employment. If you do not elect an investment option, you will automatically be invested in an age based target date fund through American Funds.

**Vesting:** You will be 100% vested in your account under the 401(a) Defined Contribution Plan after three years of service with Hennepin Healthcare. Prior to three years of service with Hennepin Healthcare, you will be 0% vested in your account.

**NOTE:** Retirement plan eligibility is based upon the plan you enrolled into on your original date of hire. If you are a current employee who promoted to an executive position, you will remain in PERA. Newly hired Executives are exempt from PERA and must enroll in the 401a regardless of previous public employment.

#### **457(b) Deferred Contribution Plan (Employee Contribution)**

Eligibility Requirement: All Employees

In addition to the 401(a) plan, Hennepin Healthcare employees have an opportunity to supplement their retirement benefits by participating in a 457 Deferred Compensation Plan. This voluntary retirement savings plan allows an employee to set aside a part of his/her salary on a pre-tax basis, invest it, and have it paid out at a later date. The amount of pre-tax dollars set aside and any investment earnings on these dollars accumulate tax-free. No state or federal income tax is paid on this money until money is withdrawn from the plan. Typically, a payout occurs when the employee has retired and, as a result, may fall into a lower tax bracket. The annual maximum deferral amount is \$19,000 or, \$25,000 annually if over age 50. You may change your contribution rate and investment option(s) at any time. You are always 100% vested in your contributions. You may enroll in one of two service providers.

For questions and to enroll contact:

MN State Retirement System (MSRS) – 651-296-2761 ([www.mndcplan.com](http://www.mndcplan.com))

Wells Fargo – 1-800-728-3123 (<https://www.wellsfargo.com>)

#### **403(b) Tax Sheltered Savings Plan (Employee Contribution)**

Eligibility Requirement: All Employees

You are also eligible to participate in the 403(b) Plan through Wells Fargo. This voluntary retirement savings plan allows an employee to set aside a part of his/her salary on a pre-tax basis, invest it, and have it paid out at a later date. The amount of pre-tax dollars set aside and any investment earnings on these dollars accumulate tax-free. No state or federal income tax is paid on this money until money is withdrawn from the plan. Typically, a pay-out occurs when the employee has retired and, as a result, may fall into a lower tax bracket. The annual maximum deferral amount is \$19,000 or, \$25,000 if over age 50. You may change your contribution rate and investment option(s) at any time. You are always 100% vested in your contributions.

For questions and to enroll contact Wells Fargo – 1-800-728-3123 (<https://www.wellsfargo.com>)

Employees are eligible to contribute the maximum allowable to BOTH the 403b and 457b plan.

#### **PRE-TAX TRANSPORTATION PROGRAM**

Hennepin Healthcare offers employees a variety of options to pay for work transportation expenses on a pre-tax basis through payroll deduction. Employees may deduct up to \$265 per month in pre-tax dollars for eligible vehicle parking expenses. Employees who have a parking contract with Hennepin Healthcare may NOT participate in the pre-tax parking program.

**The pre-tax parking program is administered by 121 Benefits. Claims must be submitted within 180 days of the date your expense was incurred. If you do not submit your claims within this timeframe, the expense will no longer be eligible for reimbursement.**

Employees who use metro-area buses or light rail to commute to work may purchase "Go To" Cards, and Metro Passes through the Payroll Department, utilizing pre-tax payroll deductions. Hennepin Healthcare subsidizes the cost of the passes by approximately 40%.

#### **EMPLOYEE FITNESS CENTER**

Hennepin Healthcare offers a fitness room for employees. They may access the Shapiro exercise room 24/7. They may also access the cardiac rehabilitation space from 4:00pm to 7:00pm weekdays. The \$9.00 monthly fee is paid through payroll deductions.

#### **PTO FOR FITNESS**

PTO for Fitness allows employees who have accumulated PTO balances to trade their hours to pay for the cost of wellness-related expenses (up to \$3000 per calendar year) for themselves and/or their dependents. Examples of expenses include health club memberships, exercise/sports equipment, weight loss and smoking cessation programs.

## **TUITION REIMBURSEMENT**

Eligibility Requirement: Permanent employees working at least 40 hours per pay period are eligible after 6 months of continuous employment

Hennepin Healthcare supports continuing education and personal growth of its employees by providing reimbursement of tuition expenses for courses taken at accredited institutions. Employees working 80+ hours per pay period will be reimbursed up to \$3500 per year for the cost of tuition. Tuition reimbursement for employees working at least 40 hours per pay period will be reimbursed at a percentage of the maximum reimbursement. Employees who voluntarily leave Hennepin within twelve months of receiving any tuition reimbursement are responsible for repaying Hennepin the total amount received in that twelve-month period.

## **ADDITIONAL VOLUNTARY WORK/LIFE BENEFITS**

**Accident Insurance** – Most people don't plan or budget for accidents. Group accident Insurance is designed to help covered employees meet the out-of-pocket expenses and extra bills that can follow an accidental injury, whether minor or catastrophic. If a covered off-the-job accident occurs, you will get a lump sum benefit based on the type of injury. Examples of covered injuries include broken bones, burns, dislocations and torn ligaments.

**Critical Illness Insurance** – If you develop a serious illness, the last thing you need to worry about is how to pay bills such as car payments, rent or mortgage, and utilities. That's why Critical Illness Insurance provides cash to help with the extra expenses associated with your recovery. Examples of covered illnesses include cancer, heart attack or stroke and paralysis due to covered accident.

**MetLife Home and Auto** – You are eligible for discounts on your auto and home insurance.

**Hyatt Group Legal Insurance** – You are eligible to enroll in the Hyatt Group Legal Plan.

**529 College Savings Plan** - All Hennepin Healthcare employees can take advantage of a college savings plan through the Minnesota College Savings Program. This program offers a simple way for employees to save for their child(rens) higher education. For more information, contact the Minnesota College Savings Plan at 1-877-338-4646 or visit [www.mnsaves.org](http://www.mnsaves.org).

**Wings Financial Credit Union** – As an employee of Hennepin Healthcare you are eligible to join and utilize the many services offered by Wings Financial. For more information go to [www.wingsfinancial.com](http://www.wingsfinancial.com) or call 952-997-8000.

*This benefit summary provides a general summary of the benefits available to Hennepin Healthcare employees. Complete details about the plans are found in the legal plan documents. If there is any difference between the information provided in this material and provisions of the legal plan documents, the plan documents govern. Hennepin Healthcare reserves the right to terminate, suspend, withdraw, amend or modify the plans and programs at any time and for any reason.*