Clinical Fellow, Resident and Clinical Specialists

Physicians Referral Service (PRS) is responsible for the management and administering of the Clinical Fellow, Resident and Clinical faculty benefits.

The purpose of this summary is to provide an explanation of the additional benefits specific to MD Anderson Clinical Fellow, Resident and Clinical receiving benefits through PRS.

The UT Office of Employee Benefits' Link provides a detailed explanation of benefits, eligibility, dependent eligibility, required documentation, annual enrollment information and other pertinent information. For More information visit: http://www.utsystem.edu/offices/employee-benefits.

Reimbursements (IPS)

You are entitled to reimbursement amounts known as the ***Insurance Premium Supplements (IPS)***. It is calculated based on your unique coverage level and premium costs. The reimbursements are added to your monthyly compensation and reflected on your pay check in the earnings coloumn labeled ***"IPS"***. You will also see net premium expenses deducted on each pay check.

Medical

- Employee
- Employee and Spouse
- Employee and Children
- Employee and family

Dental

- Deltacare - Employee only
- Delta Basic - Employee only
- Delta Plus - Up to Basic Premium level cost only

Life Insurance

- Supplemental - Employee only coverage up to 3x basic annual earnings not to exceed $2 million
- Accidential Death and Dismemberment - Employee only - $40,000 basic coverage is provided at no cost if enrolled in UT SELECT Medical.

Short Term Disability Benefit

Short Term Disability (optional benefit elected at employee's cost) - Provides income protection due to disabled sickness or non-occupational injury. A 14-day eliminaton period after exhausting sick leave and eligible to receive 60% of covered salary. Evidence of Insurability (EOI) may be required.

Financial Benefits

State Retirement Plans

- MD Anderson Cancer Center is a tax-supported educational institution and all members are required to participate in TRS.
- Teachers Retirement System (TRS) - Defined Benefit Plan in which employee contributes 7.7% and the state matches 6.8% (State contribution rates may fluctuate over time).
- 5-year vesting
- Upon end of appointment, your accumulated contributions to TRS can be rolled over into an eligible retirement plan.
- For more information visit: www.trs.state.tx.us/

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Voluntary Retirement Plans

- UTSaver Tax Shelter Annuity (TSA) - Maximum of $18,000 ($24,000 for 50 & up) for 2017
  - □ Contributions into a voluntary retirement (investment) program
  - □ "Pre-tax" 403 (b) or ROTH 403(b) "after-tax"
- UTSaver Deferred Compensation Plan (DCP) - Maximum of $18,000 ($24,000 for 50 & up) for 2017
  - □ 457(b) Allows you to reduce your monthly salary on a pre-tax basis within IRS limits.
  - □ Income becomes taxable once the funds are withdrawn

For more information on these plans, visit the University of Texas Retirement Website:
http://www.utsystem.edu/offices/employee-benefits/ut-retirement-program

To enroll, visit the UT Retirement Manager Website: **https://www.myretirementmanager.com/?utsystem**

Professional Liability Insurance

University of Texas Self-Insurance

You are provided with professional liability insurance coverage through the University of Texas Self-Insurance Program to the following extent:

- $100,000 per claim
- $300,000 enrollment year aggregate

Professional Expenses

Parking Subsidy

PRS offers parking subsidies to qualified clinical trainees. Parking is available in the IMC, Pressler and Braeswood Garages at 50% reimbursement. Monthly contract parking costs require payroll deduction for eligible trainees.

Lab Coats and Cleaning

- You will be provided with an initial supply of two (2) lab coats.
- One (1) replacement coats will be provided each fiscal year.
- Unlimited cleaning
  - □ Sizing and pick-up of coats will be in the Main Hospital (B1.4306), Faculty Center (FCT3.5003) or Cancer Prevention Building (P1.3050).
- Forms can be located on PRS' Website: **http://inside.mdanderson.org/departments/prs/index.html**.

Time Off

Vacation Time

You will receive 120 hours of vacation leave at the beginning of your appointment year.

Sick Leave

You will receive 80 hours of sick leave at the beginning of your appointment year.

The appointment year is a full 12 months. Vacations and sick leave expire at the end of the appointment year

Holiday Schedule

Date	Holiday	Day	Date	Holiday	Day
Sept 5, 2016	Labor Day	Monday	Dec 26, 2016	Winter Holiday*	Monday
Nov 24, 2016	Thanksgiving Day	Thursday	Jan 16, 2017	Martin Luther King, Jr. Day*	Monday
Nov 25, 2016	Day after Thanksgiving*	Friday	May 29, 2017	Memorial Day	Monday
Dec 23, 2016	Winter Holiday*	Friday	July 4, 2017	Independence Day	Tuesday

Holidays provide up to 8 hours of time off (proportionately less for part-time).

Optional Holidays: The Texas Legislature has designated Rosh Hashanah, Yom Kippur, Good Friday and Cesar Chavez Day as optional FY17 holidays. An eligible employees may observe these days by either using vacation time to observe the optional holiday.

MD Anderson recognizes that our employees may have other religious or cultural holidays that they want to observe in addition to the above list. Employees wishing to observe holidays not recognized by the State should work with their manager to take vacation for those days, as managers are encouraged to allow these observances whenever business needs permit·

For more information, visit (Intranet Access Only):
http://inside.mdanderson.org/human-resources/leave-time-off/index.html

Fitness Center

The Fitness Center includes a series of activities and opportunities designed to help employees make wiser choices and modify benhaviors to lead longer lives and lower cancer risks. It offers state-of-art activities such as strength training, cardio, group exercise, and more. It is free to eligible employees.

It mirrors MD's ongoing commitment to the CEO Cancer Gold Standard Program. This program provides a framework for employers to have an "extraordinary positive impact on the health of their employees" and a healthier workplace.

If you decide to join, you will be required to take Living Well Health Platform Assessment. For more information visit MD Anderson's Intranet Website, call (713)792-3348 or BeFit@mdanderson.org.

Note: There maybe a 60-90 days waiting period before having access to Living Well Health Platform Assessment and gym facilities.

- **Location:** Pickens Academic Tower, Floor 2.
- **Hours:** Monday - Thursday 5-8:30pm, Friday 5-7:30pm, Saturday 8-12pm and Closed Sunday

For more information, visit:
Living Well Health Platform

Pysicians Referral Services (PRS)
7007 Bertner, Suite 1MC9.2359 Houston, TX 77030
Office: 713-792-7600 Fax: 713-794-4812 or PRSFacBenSrvs@mdanderson.org