

Enabling and Accelerating Integration



**Palmetto Health USC Medical Group
Benefits Town Hall**

Agenda

- Overview of Palmetto Health USC Medical Group
- Benefits Plan Overview
 - Holidays
 - Seniority
 - Defined Benefit and Defined Contribution
 - Comparison Links
 - Medical Group Benefit Plan
- Next Steps

Why Are We Integrating?



Our patients deserve well-integrated care

- Access and coordination of care can be better facilitated by combined group
- More comprehensive menu of providers to meet needs



Payment of health care shifting from volume to value

- More pay shifting to quality/population health
- Most organizations do not have the infrastructure to meet this new model



Education mission can be achieved better with integration

- Education requirements to train the providers of tomorrow require their involvement in community based and population based management.
- This is a team-care environment that requires that physicians, non-physician providers, hospitals and other social services work in a collaborative model



This is the best option to build a sustainable financial and quality care delivery model to meet these imperatives

Mission

We provide compassionate care,
preeminent medical education
and transformative research.



Vision

To be known for clinical excellence and remembered for compassionate care.



Values

- Serving
- Excellence
- Professionalism
- Partnership
- Integrity
- Accountability
- Transparency



Human Resources

- The Palmetto Health USC Medical Group needs (and intends) to keep our existing talented team members
- As the Medical Group grows, we will need more, not fewer, team members
- Starting out with close to 400 providers
- Anticipate growth to over 500 providers in a year

Benefits Overview

Medical Group Benefits

Medical Group Team Members' benefits will be the Palmetto Health benefits.

USC School of Medicine employees who choose to remain state employees and be leased to the Medical Group will retain SC state benefits.

Medical Group Holidays

New Year's Day

Memorial Day

July 4th

Labor Day

Thanksgiving

Day after Thanksgiving

Christmas Day

Seniority

USC School of Medicine employees will be able to retain their years of service earned with the State if they join the Medical Group by:

January 1, 2017

Medical Group Paid Time Off (PTO)		USC School of Medicine Annual Leave		
Benefit eligible team members accrue paid time off based on their number of years of service. This time is used for vacation, holidays, family illnesses, religious observances, preventive doctor visits, personal business, bereavement, funerals and any other unexpected absences.		Employees in full-time equivalent (FTE) positions who are scheduled to work at least one-half of the workdays of the month are eligible to earn annual leave. Eligible employees begin to accrue leave during their first month of employment. <i>*Based on a 40 hour week.</i>		
Years of Service	Annual Number of Accrued Days Off	<u>Years of Service</u>	<u>Days Per Year</u>	<u>Hours Per Month</u>
	Full-Time	1-10	15	10.00
	72-80 hours/2wks.	11	16.25	10.83
0-2	21	12	17.5	11.67
2-5	23	13	18.75	12.50
5-10	25	14	20	13.33
10-15	27	15	21.25	14.17
15-20	30	16	22.5	15.00
20-25	31	17	23.75	15.83
Over 25	32	18	25	16.67
		19	26.25	17.50
		20	27.5	18.33
		21	28.75	19.17
		22 & over	30	20.00
		A full-time employee in a FTE position earns sick leave at the rate of 1¼ workdays per month or 15 workdays per year.		
		Employees in FTE positions are eligible for 13 paid holidays.		
		An employee, upon request, shall be granted up to three consecutive workdays of leave with pay on the death of any member of the employee's immediate family.		

Defined Benefit and Defined Contribution

Defined Benefit (DB) - The plan bears the investment risk and provides a monthly annuity based on a statutory formula rather than basing your benefit on your account balance.

-The South Carolina Retirement System (SCRS) is a *defined benefit* plan.

Defined Contribution (DC) - You choose how to invest your funds within the plan's investment options. You bear the investment risk, and your retirement benefit consists of the balance in your account when you retire.

-The State Optional Retirement Program (State ORP) is a *defined contribution* plan.

-Palmetto Health has only a *defined contribution* plan.

Suggested Links

- The benefits estimator and comparison chart will give State employees an idea of the benefits cost and value between the State benefits and the Palmetto Health USC Medical Group benefits.

<http://hr.med.sc.edu/PH.USC.MG.asp>

- Palmetto Health USC Medical Group

<http://totalrewardsbenefits.com/>

Palmetto Health **USC**

MEDICAL GROUP

Go Live
April 1, 2016