

2023 BENEFITS SUMMARY

for UAB Residents

Health Care, Dental & Vision Plans

As a new resident, coverage under UAB's group health care, dental, or vision plans begins on the date of employment. Residents, who wish to enroll in one of UAB's health care, dental, or vision plans, may do so within 31 days of hire date or a qualifying life event. If you do not enroll during these time periods, you will be unable to join until the Annual Open Enrollment period. UAB's health care, dental, and vision plans are stand-alone programs. Premiums for health, dental, and vision insurance are deducted from your paycheck on a pre-tax basis.

Health Care Plans

Your monthly health care deductions are as follows:

HEALTH CARE PROVIDERS	SINGLE	EMPLOYEE + CHILD(REN)	FAMILY
Viva Choice	\$81.32	\$275.07	\$371.36
Viva UAB	\$103.52	\$315.24	\$440.92
Viva Access	\$164.71	\$502.19	\$651.99
Blue Cross/PMD	\$195.56	\$596.25	\$799.55

Dental Plans

Your monthly dental care deductions are as follows:

DENTAL PLANS	SINGLE	EMPLOYEE + CHILD(REN)	FAMILY
BCBS Basic	\$18.78	\$32.17	\$44.38
BCBS Comprehensive	\$35.74	\$61.12	\$86.10

Blue Cross/Blue Shield of Alabama (BCBS) Dental Plan Basic: Preventive and diagnostic are covered at 90% usual, customary, reasonable (UCR). Basic services are covered at 90% UCR subject to a \$25 deductible.

Blue Cross/Blue Shield of Alabama (BCBS) Dental Plan Comprehensive: In addition to the Basic dental benefits, the Comprehensive plan covers major services at 60% UCR subject to the deductible. Orthodontics is covered at 50% UCR up to a \$1,000 lifetime maximum per patient.

Vision Plans

Your monthly vision plan deductions are as follows:

VISION PLANS	SINGLE	EMPLOYEE + CHILD(REN)	FAMILY
Vision Service Plan (VSP) Basic	\$5.23	\$9.90	\$16.63
Vision Service Plan (VSP) Premier	\$9.18	\$14.29	\$29.88

The Vision Service Plan (VSP) plan offers coverage for routine eye exams, lenses and frames, contacts, and discounts for LASIK eye surgery. The Basic vision plan includes new replacement frames every other calendar year. The Premier vision plan includes new replacement frames every year. Both plans offer in-network and out-of-network coverage. UAB Eye Care, the University Optometric Group (private faculty practice group at UAB) and the UAB Department of Ophthalmology – Ophthalmology Services Foundation all participate in the VSP network.

Retirement Plans

Voluntary Retirement Programs

403(b) Plan: The 403(b) plan offered by TIAA is a voluntary, defined-contribution, pre-tax as well as Roth after-tax plan governed by the Internal Revenue Code 403(b). There are no University matching contributions under this plan.

457(b) Plan: UAB also offers a voluntary, defined-contribution, pre-tax as well as Roth after-tax plan governed by Internal Revenue Code 457(b). Similar to the 403(b) plan, the 457(b) plan offered by TIAA includes the same expanded investment options and convenient payroll deductions. There are no University matching contributions under this plan.

Flexible Spending Accounts

Pretax reimbursement accounts administered by PayFlex for eligible medical and dependent care expenses. You can set aside pre-tax money via payroll deductions to pay for health care and dependent care expenses not covered by your benefit plan. Money set aside in these accounts will reduce your taxable income, providing you more value for the dollar.

You can set aside up to \$3,050 in 2023 for a health care account. For dependent care accounts, you can set aside \$5,000 or \$2,500 for married taxpayers filing separate returns. Residents must enroll within 31 days from date of hire, qualifying life event, or during the annual open enrollment period.

Life, Accidental Death/Dismemberment & Disability

Group Term Life Insurance, Sponsored

Provided at no cost; coverage varies with salary as indicated below.

ANNUAL SALARY	COVERAGE
up to \$23,999	\$30,000
\$24,000 to \$29,999	\$37,500
\$30,000 to \$39,999	\$50,000
\$40,000 and above	125% of Salary with Maximum Insurance Coverage of \$300,000

Group Universal Life Insurance, Voluntary

Rates vary based on age.

- **Maximum Resident Coverage:** Up to five times your Basic Annual Earnings or in \$50,000 increments to a maximum of the lesser of five times Basic Annual Earnings or \$1.4 million.
- **Guaranteed Issue for Resident:** The lesser of three times your Basic Annual Earnings or \$500,000; must be elected during the first 60 days of employment without evidence of insurability.
- **Spouse Life Coverage and Guaranteed Issue:** Employee coverage required. Amount elected by you in multiples of \$10,000 up to \$150,000 not to exceed 100% of employee coverage. Guaranteed Issue amount is \$30,000.
- **Guaranteed Issue for Unmarried Children:** Employee coverage required. \$10,000 for children from live birth until age 26.

Accidental Death & Dismemberment Insurance, Sponsored

Provided at no cost to the resident.

- \$22,500 for accidental death; dismemberment coverage varies.

Accidental Death & Dismemberment Insurance, Voluntary

Rates vary based on coverage level.

- Maximum coverage up to \$500,000.

Long-Term Disability Insurance (Salary Continuation), Sponsored

Provided at no cost to the resident.

- After a 90-day waiting period, 66 2/3% monthly salary (not to exceed \$10,000 per month) for the first 90 days of disability. After 90 days, 60% monthly salary (not to exceed \$10,000 per month).

Voluntary Supplemental Plans

Accident Insurance

Accident protection is offered to employees and family members through both a Low and High plan option through AFLAC. AFLAC provides supplemental financial support to cover out-of-pocket expenses for items incurred as the result of a non-work related accident. Examples include ambulance, concussion, traumatic brain injury, coma, burns, emergency dental work and fractures. Employees who wish to enroll may do so within 31 days of their hire date or a separate qualifying event. Qualifying events include but are not limited to change in marital status; addition of a dependent due to birth, adoption, or placement for adoption; and/or change of benefit eligibility status.

2023 MONTHLY ACCIDENT INSURANCE DEDUCTIONS			
SUPPLEMENTAL PLAN	EMPLOYEE	EMPLOYEE + CHILD(REN)	FAMILY
AFLAC Group Accident — Low	\$5.08	\$10.65	\$14.19
AFLAC Group Accident — High	\$10.13	\$21.24	\$28.31

Identity Theft Protection

Allstate Identity Protection Pro Plus is a comprehensive identity theft protection program offered to employees and family members with a Social Security number. Allstate Identity Protection Pro Plus provides identity theft and credit monitoring services featuring a 24/7 U.S. based customer care center, dark web, financial activity monitoring, social media monitoring, lost wallet, credit alerts and credit lock. Mobile app available.

2023 MONTHLY ID THEFT PROTECTION DEDUCTIONS		
SUPPLEMENTAL PLAN	EMPLOYEE ONLY	EMPLOYEE + FAMILY
Identity Theft Protection	\$9.95	\$17.95

Pet Benefit Solutions

Pet Benefit Solutions total pet plan provides a veterinary discount plan and a prescription savings plan to participants with single or multiple pets. Also included is access to a pet help line staffed by veterinary experts and a lost pet recovery service for cats and dogs.

PET ASSURE VETERINARY DISCOUNT PLAN

Pet Assure is a discount plan that can provide 25 percent savings on in-house medical services when using network veterinarians. Eligible services range from well visits and immunizations to dental cleaning or emergency or surgical care. Because Pet Assure is not insurance, there are no forms to fill out, no waiting for reimbursements and no denials of coverage — even pets with pre-existing conditions are accepted — and no age limits apply. See a list of Birmingham-area participating veterinarians online.

PETPLUS PRESCRIPTION SAVINGS PLAN

Receive members-only pricing on brand-name scripts, flea/tick products, vitamins/supplements, heartworm preventatives and prescription food.

2023 MONTHLY PET BENEFIT SOLUTIONS DEDUCTIONS		
SUPPLEMENTAL PLAN	SINGLE PET	UNLIMITED PETS
Pet Benefit Solutions	\$11.75	\$18.50

Premium Assistance

UAB provides premium assistance to eligible active employees by giving a medical premium discount based on family size and total combined household income. To apply for this discount, active employees must submit the Premium Assistance Application and furnish acceptable proof of total annual household income based on their most recently filed Federal Income Tax Return. Application deadline is 60 days from January 1 each plan year; or 60 days from the effective date of enrollment in a medical plan for newly eligible employees.

The amount of the discount provided is equal to the lowest cost single plan employee medical premium offered. For 2023, the amount is \$81.32 per month (up to \$975.84 per year) subject to applicable taxes. Employee’s regular medical premium will remain tax-sheltered.

2023 UAB Medical Premium Assistance (2 times federal poverty level)								
Total Family Size as reported on Federal Tax Return	1	2	3	4	5	6	7	8
Annual Household Income as reported on Federal Tax Return	\$27,180	\$36,620	\$46,060	\$55,500	\$64,940	\$74,380	\$83,820	\$93,260

Other Employee Benefits

Paid Time Off

All leave taken is at the discretion of the resident’s program director, who must take into consideration any restrictions on leave established by the certifying board and/or Residency Review Committee for the specialty and the training requirements of the program.

Each program must provide its residents with written, program-specific policies on leave, which must address the effect of leaves of absence, for any reason, on satisfying the criteria for completion of the residency program. A resident may be required by the program director to complete additional training equivalent to any leave taken in excess of that allowed by the training requirements of the program.

Residents must obtain prior approval from the program director, or his/her designee, for all leave, with the exception of emergencies or sudden illness.

The following is a summary of vacation and sick leave policies established by the Hospital, which generally apply to all residents, except as modified by the policies established by the individual programs. To view the complete and current resident leave policy (to include Family and Medical Leave), please review the [Graduate Medical Education Policies & Procedures](#) online.

Vacation

The working year is defined in terms of 52 weeks, of which a maximum of three (3) work weeks for vacation purposes will be paid by the Hospital. Vacation unused at the end of a year may not be carried forward to the next year. Vacation unused at the time of termination is not reimbursable but may be taken as terminal leave, at the program director’s discretion, through June 30.

Sick Leave

Salary deductions generally are not made for time lost due to illness or injury if such time does not exceed three (3) work weeks.

NOTE: Although every effort has been made to give you accurate information, there could be errors in the content. This summary of benefits is for general guidance only and is not a contract. All benefits are subject to the terms, conditions, and limitations of the contracts governing them. Costs identified above are effective January 01, 2023. Benefit eligibility may differ for employees working other than in a resident position.

