Benefit/Tax Considerations

Physicians have the ability to participate in both the EU benefit program and the TEC benefit program. Separate retirement plans are available from both TEC and EU.

Any physician benefit questions should be directed to the TEC physician HR Department (Ashlee Cooper @ 8-2187).

Emory University acts as a common paymaster, permitting FICA to be charged on the total EU and TEC salary. Prior to the conversion, FICA was charged separately on the TEC and EU salaries. Any physician overpayment could be collected by the physician on his/her tax filing. This is not true for the amount overpaid by the employers.

EU charges the fringe rate on all records in the EUM paygroup. TEC is not charged the EU fringe rate. Instead, the actual cost of the TEC physician benefits is charged to each section (FICA, 403(b), PAI, Life, LTD).

**Because the EU and TEC retirement plans each have their own formula for calculating the contribution amount, it is critical the compensation for each job record be accurate. If a physician’s schedule changes between academic time and clinical time, the compensation on each job record should be updated to reflect that shift.**