



Mass General Brigham

Nuts and Bolts of Partial Retirement Benefit Considerations in 2024

For Monthly Paid Mass General Faculty

Benefits Eligibility for Monthly Paid MGH, MGPO and MEA Physicians and Researchers

Defined as **50% of full-time equivalent FTE**, or 20 standard hours every week. This includes clinical, research, teaching and administration time.

At this effort, you are considered full-time for purposes of benefits eligibility and the cost of medical insurance. Disregard references to part-time.



Your FTE determines benefit eligibility

If you work 50% FTE, or more, (or 20 standard hours or more every week) then you are ***BENEFIT ELIGIBLE***

If you work less than 50% of full time (FTE) (or less than 20 standard hours every week) then you are ***NOT BENEFIT ELIGIBLE***



The Change in your Work Schedule

If you work 50% of full time, or more, then you are Benefit Eligible

Reduction in your Base Annual Salary:

Affects certain benefits, such as:

- Life Insurance
- Long Term Disability
- Retirement Benefits

Decisions to make:

Pay yourself a paycheck?

- Personal Savings
- Social Security, IRAs, Retirement Plan
- Other Investments

If you work less than 50% of full time then you are Not Benefit Eligible

Employee Benefit Coverage Ends

(except for the 403(b) Plan)

None
None
None

Decisions to make:

- Retirement Health Insurance Coverage
 - If 65+ then Medicare, Medigap
 - If under 65 then COBRA (high premium)
- Retirement Income Plans
 - Social Security, IRAs, Retirement Plans



DECISION MAKING PROCESS - RESOURCES

Within Mass General Brigham:

- Your Professional Staff Benefits Consultant (Susan Frain, Amy Vacchina and Paula Murphy)
- MGB Benefit Center <https://benefitscenter.mgb.org>
- Employee Assistance Program (EAP) <https://eap.partners.org>
- Human Resources Portal www.askmyhrportal.com
- MGH MGPO Financial Planning Program [Financial Planning Program Overview \(sharepoint.com\)](#)
- Via Benefits <https://my.viabenefits.com/mgb>

Outside Mass General Brigham:

- Fidelity Investments www.fidelity.com <https://netbenefits.com/mgb>
- TIAA www.tiaa.org
- Social Security Administration www.ssa.gov and Medicare www.ssa.gov/benefits/medicare
- Serving the Health Insurance Needs of Everyone (SHINE) www.mass.gov/health-insurance-counseling
- Your financial team (Financial Advisor, Lawyer, Tax Professional)



Professional Staff Benefits Office Team!

Your benefit consultant is, based on your last name:

Last names A-G

Susan Frain

617-726-9264

sfrain@mgb.org

Last names H-O

Amy Vacchina

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Gwen Aldrich, HR Coordinator, galdrich@mgb.org

Virginia C Rosales, Benefits Manager, 617-724-9356, vrosales@mgb.org

Dee Dee Chen, Director of Prof Staff Comp & Benefits ddchen@mgb.org

Mass General Hospital campus location:

Professional Staff Benefits Office, Bulfinch Building, Room 126

Weekdays 8am to 4:30pm, or by appointment





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