

Saint Joseph's College

BENEFIT SUMMARY



Following is a brief description of benefits for eligible employees of Saint Joseph's College. Please note that the terms of each plan are governed by the applicable plan document, as amended from time to time, which controls in the event of a conflict with the description below. You should refer to your summary plan description for more information. The actual plan documents may be obtained from Human Resources. Consult applicable plan documents for any waiting periods. Unless noted below, eligible employees are limited to:

Hourly and Administrative Employees

Regular Full-Time – Positions that are budgeted for and work at least 1040 hours annually are eligible to receive benefits. For positions budgeted for and working between 1040 and 2080 hours per year, holiday, vacation and sick benefit entitlements are accrued on a proportionate basis according to actual hours worked.

Faculty

Full-Time and Pro-Rata Part-Time — Ranked faculty members having full-time or pro-rata part-time status as defined by their current faculty contract are eligible to receive benefits.

✓ **Health and Dental Insurance Plans**

Combined Medical and Prescription Annual Deductible: \$1500 single, \$3000 family, per policy year (July-June). Network and non-network deductibles are combined. In-network preventive services not subject to deductible.

Health Reimbursement Account (HRA): College funded HRA provides 1st dollar cost reimbursement of deductible up to \$750 individual, \$1500 family, per policy year for covered expenses. After HRA funds are exhausted, employee pays remaining deductible amount. After deductible is met, plan pays 100% of covered in-network medical/ Rx expenses for remainder of policy year. Covered non-network costs are paid by insurance at 70% after deductible.

Dental: Diagnostic and preventive services covered at 100% with no deductible. Basic restorative services are paid at 80% after a \$50 individual calendar year deductible (\$100 per family). Major restorative services are paid at 50% after the \$50 deductible. The calendar year maximum benefit is \$1500 per covered person.

Insurance Premiums: The employee's portion of health and dental insurance premiums are paid by tax-favored payroll reductions. The College contributes 90% of the premium for employees who elect individual health and/or dental coverage. For employees who elect family coverage, the College contributes a percentage of the family health and/or dental premium based on annual base salary as of June 30 each year. In addition, employees will be charged \$6/per pay for individual coverage and \$8 per pay for family coverage.

✓ **Tax-Favored Medical and Dependent Care Spending Accounts (S-125)**

College employees may tax-defer a portion of their pay into a Section 125 account for reimbursement of medical and/or dependent care expenses on a tax-favored basis, subject to the plan and IRS regulations. The College will fund a \$400 per calendar year medical spending account for employees who waive health coverage under the College sponsored plan and provide proof of coverage under another medical plan.

✓ **TIAA-CREF Retirement Plan**

After one-year of service, employees age 26 years and older are eligible for College contributions into a fully vested retirement account. Eligible employees may begin voluntary tax-deferred contributions at any time.

✓ **Life, AD&D and Long Term Disability Insurance**

The College provides at no cost to employees, Life and Accidental Death & Dismemberment (AD&D) coverage equal to 1½ times annual base salary, and Long-Term Disability coverage that pays 60% of base salary if the employee is disabled from work more than 90 days.

✓ **Voluntary Life Insurance**

For employees who wish to purchase additional Term Life Insurance, supplemental coverage is available at the employee's expense through the College sponsored plan.

✓ **Paid Vacation, Holidays and Sick Days**

Vacation: Administrative employees earn 22 paid vacation days per year; Hourly employees earn 10 paid vacation days per year (15 days beginning the 6th year; 20 days beginning the 11th year)

Sick time: Administrative and Hourly employees earn 6 paid sick days per year

Holidays: There are 11 paid holidays per year for Administrative and Hourly employees

✓ **Family Tuition Waiver**

The College promotes continued education for its employees, their spouses, and unmarried dependent children by offering generous tuition waiver benefits. Limited arrangements may also be available for tuition waiver at other institutions. Please contact Student Financial Services for more information about those opportunities.

✓ **Admission to Athletic & Cultural Events**

Employees are invited to attend College athletic and cultural events free of charge.

✓ **Cafeteria**

Employees may purchase meals in the "all-you-can-eat" cafeteria either daily or by pre-paying a 10-meal pass. One day each week employees may purchase lunch for only \$1.00.

✓ **College Store Discounts**

College employees receive a 15% discount on clothing and gift items purchased at the SJC Bookstore.

✓ **Credit Union**

College employees and their families may join the Purdue Employees Federal Credit Union (PEFCU).

✓ **Direct Deposit**

Direct payroll deposit will be made to the financial institution of your choice. You may also elect to have one additional banking deduction (savings or checking) deposited each payday.

✓ **Recreation and Fitness Facilities**

Employees may use the Lake Banet Park, and Hanson Recreation Center and Fitness Facility.

✓ **Robinson Memorial Library**

Employees are encouraged to use the Robinson Memorial Library on campus.

✓ **Facility Rental Discount**

Employees may rent facilities on campus (Ballroom, classroom space, etc.) for personal use at a 75% discount.

The College reserves the right to amend, modify or terminate any or all of the above from time to time.