

# FULL-TIME STAFF BENEFIT PACKAGE

EFFECTIVE JANUARY 1, 2022

## TUITION REMISSION:

	UNDERGRADUATE	GRADUATE
EMPLOYEE	100% after 90 days employment	100% after 3 years employment
SPOUSE	100% after 3 years employment	50% after 4 years employment
DEPENDENT CHILD	100% after 3 years employment	Not Eligible

## RETIREMENT BENEFIT: EMPLOYER CONTRIBUTION SCHEDULE

YEARS OF EMPLOYMENT	EMPLOYER %
0-2 years	2%
2-4 years	2%
5-6 years	3%
7-9 years	4%
10-11 years	5%
12-14 years	6%
15+ years	7%

## HEALTH INSURANCE PREMIUMS FOR MEDICAL, DENTAL, & VISION

**LARGE NETWORK** | *For those electing Section 125 benefits, the premium is still pre-tax!*

	THE 500 PLAN	THE 1,500 PLAN	THE 3,000 PLAN	THE 3,000 HSA
DEDUCTIBLE	Individual: \$500.00 Family: \$1,000.00	Individual: \$1,500.00 Family: \$3,000.00	Individual: \$3,000.00 Family: \$6,000.00	Individual: \$3,000.00 Family: \$6,000.00
OUT OF POCKET MAXIMUM	Individual: \$2,500.00 Family: \$5,000.00	Individual: \$3,500.00 Family: \$7,000.00	Individual: \$5,850.00 Family: \$11,700.00 \$20.00 co-pay ( <i>Dr. Office</i> ) \$40.00 co-pay ( <i>Specialist</i> )	Individual: \$5,850.00 Family: \$11,700.00 NO co-pay NO Rx co-pay, deductible
MONTHLY PAYMENT	Individual: \$169.00 Family: \$621.00	Individual: \$126.00 Family: \$499.00	Individual: \$85.00 Family: \$387.00	Individual: \$60.00 Family: \$330.00

**SMALL NETWORK** | *For those electing Section 125 benefits, the premium is still pre-tax!*

	THE 500 PLAN	THE 1,500 PLAN	THE 3,000 PLAN	THE 3,000 HSA
DEDUCTIBLE	Individual: \$500.00 Family: \$1,000.00	Individual: \$1,500.00 Family: \$3,000.00	Individual: \$3,000.00 Family: \$6,000.00	Individual: \$3,000.00 Family: \$6,000.00
OUT OF POCKET MAXIMUM	Individual: \$2,500.00 Family: \$5,000.00	Individual: \$3,500.00 Family: \$7,000.00	Individual: \$5,850.00 Family: \$11,700.00 \$20.00 co-pay ( <i>Dr. Office</i> ) \$40.00 co-pay ( <i>Specialist</i> )	Individual: \$5,850.00 Family: \$11,700.00 NO co-pay NO Rx co-pay, deductible
MONTHLY PAYMENT	Individual: \$136.00 Family: \$499.00	Individual: \$97.00 Family: \$406.00	Individual: \$76.00 Family: \$357.00	Individual: \$46.00 Family: \$301.00

## QUESTIONS? PLEASE CONTACT:

**TOM ASCHER**

*Director of Human Resources*

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**LIFE INSURANCE:** \$50,000 PER EMPLOYEE

**FLEXIBLE SPENDING:**

Dependent child care (aka. babysitting, child care providers, nanny). Non-reimbursed medical expenses. A new hire has 30 days to make an election for the current year, open enrollment is each fall.

**BOOKSTORE DISCOUNT:**

25% off non-sale items, 10% off Textbooks

**AD & D INSURANCE:** \$100,000 PER EMPLOYEE

Employees have the option to enroll for additional insurance benefits, up to and including: Optional Life Insurance Elections: Accident/Critical Care, Long-Term Care, Life, AD&D

**Section 125:** Provides for the option to elect to withhold the Flexible Spending withholdings and Olivet Insurance Premium out of the employee's check pre-tax.

**LEAVE TIME BENEFITS**

VACATION	10 days after 1 year of full time employment, 15 days after 5 years, 20 days after 10 years
SICK	10 days for full time employment. Pro-rated for partial year
PERSONAL	2 days for full time employment. Pro-rated for partial year
HOLIDAY	7 paid holidays for a total of 14 paid days off
FUNERAL	Paid bereavement leave for family, see staff handbook for specifications

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