

FULL-TIME STAFF BENEFIT PACKAGE

EFFECTIVE JANUARY 1, 2023

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

| | PPO OPTION | | H.S.A. OPTION | | HMO OPTION (IL EMPLOYEES ONLY) | |
|---|--|---|--|---|--|----------|
| | BLUE CHOICE OPTIONS | PPO NETWORK | BLUE CHOICE OPTIONS | PPO NETWORK | BLUE ADVANTAGE HMO | |
| DEDUCTIBLE | Individual: \$1,000 Family: \$3,000 | Individual: \$3,000 Family: \$9,000 | Individual: \$2,900 Family: \$5,800 | Individual: \$4,600 Family: \$9,200 | Individual: \$0 Family: \$0 | |
| EMERGENCY ROOM | Emergency room \$300 then ded/coins | | Ded/coins | | N/A | |
| OUT OF POCKET MAXIMUM | Individual: \$4,000 Family: \$12,000 | Individual: \$6,000 Family: \$18,000 | Individual: \$4,000 Family: \$8,000 | Individual: \$6,550 Family: \$13,100 | Individual: \$1,500 Family: \$3,000 | |
| COINSURANCE | 80% | 60% | 90% | 70% | 100% | |
| PREVENTIVE CARE | 100% benefit | | 100% benefit | | 100% benefit | |
| OFFICE VISITS | \$30 / 60 | \$60 / \$100 | Ded/coins | Ded/coins | \$30 / \$50 | |
| PHARMACY | 20% | 20% | BCO ded then 100% | | Tiered copays | |
| GENERIC FORMULARY BRAND NON-FORMULARY BRAND SPECIALTY | Maintenance ESN or mail order. No minimum and maximum at \$225 for all except specialty. No separate out of pocket for pharmacy. | | Maintenance ESN or mail order | | Maintenance mandate ESN or mail order | |
| | OLIVET | EMPLOYEE | OLIVET | EMPLOYEE | OLIVET | EMPLOYEE |
| EMPLOYEE ONLY PREMIUM | \$615 | \$142 | \$615 | \$70 | \$561 | \$70 |
| FAMILY PREMIUM | \$1,284 | \$579 | \$1,284 | \$405 | \$1,148 | \$405 |

HEALTH INSURANCE PREMIUMS FOR DENTAL & VISION

| DENTAL PLAN COSTS | |
|---------------------|---------|
| SINGLE | \$18.00 |
| EMPLOYEE + 1 | \$57.00 |
| EMPLOYEE + CHILDREN | \$57.00 |
| FAMILY | \$57.00 |

| VISION PLAN COSTS | |
|---------------------|---------|
| SINGLE | \$11.00 |
| EMPLOYEE + 1 | \$17.00 |
| EMPLOYEE + CHILDREN | \$18.00 |
| FAMILY | \$29.00 |

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.

LIFE INSURANCE: \$50,000 PER EMPLOYEE

BOOKSTORE DISCOUNT:

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

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.

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 |

QUESTIONS? PLEASE CONTACT:

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