

# SUMMARY OF BENEFITS FOR 2018-2019

## ELIGIBILITY

Faculty and staff employees working at least .75 FTE (full-time equivalent) in a position expected to last six consecutive months or longer.

Benefit coverage begins on date of hire.

## UNIVERSITY PAYS

<p>*Approx. 92% of Premium (employee &amp; family) OR 100% Premium + amount contributed to employee's HSA account per pay period</p>	<p>PEHP Traditional Advantage or PEHP Traditional Summit Medical Plan OR PEHP STAR Advantage Medical Plan or PEHP STAR Summit Medical Plan (HSA plans)</p>
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<p>Approx. 95% of Premium <i>(employee &amp; family)</i></p>	<p>EMI Dental Insurance (Traditional or Preferred)</p>
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<p>100% of Premium <i>(employee &amp; family)</i></p>	<p>Cigna Group Term Life Insurance</p>
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<p>100% of Premium</p>	<p>Cigna Long Term Disability Insurance</p>
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<p>14.2% of salary or % varies depending on plan</p>	<p><b>Retirement Plan:</b> TIAA Defined Contribution (100% vested) or URS Defined Benefit and 401k</p>
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### Example of Annual Compensation:

### Employee earning \$50,000 a year

Salary:	\$ 50,000
*Employer paid Insurance Premiums: (medical & dental family coverage)	\$ 17,166
Basic Cigna Life Group Term Life Insurance & Long Term Disability Insurance:	\$ 514
Employer Social Security Contribution:	\$ 3,825
Employer Retirement Contribution: (14.2%):	\$ 7,100

**TOTAL COMPENSATION PACKAGE VALUE: \$ 78,605**

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## RETIREMENT PLAN:

University contributes to Utah Retirement Systems (URS) State Plans OR the Teachers Insurance And Annuity Association (TIAA) Plan, depending on retirement plan criteria established under University Policy 348. **All contributions are employer-paid with no employee match required.**

The TIAA plan is a defined contribution plan and the University contributes 14.2% per pay period (employee pays nothing). The employee selects the investment choices and is 100% vested on start date of employment.

The Utah Retirement Systems plan is a defined benefit plan and the University contributes to the pension plan **plus** 1.5% to a 401k account (employee pays nothing). The employee is 100% vested in four years and a defined monthly benefit is paid to the employee at retirement. Employees hired July 1, 2011 or after, participate in Tier 2 Hybrid Retirement System or Tier 2 Defined Contribution Plan. Additional information at [urs.org](http://urs.org).

## MEDICAL INSURANCE:

University pays approximately 92% of the premium for the employee and employee's family (spouse and dependent children to age 26) for medical insurance through Public Employees Health Plan (PEHP).

Employee pays approximately 8% of the Traditional Advantage or Summit premium (per paycheck-paid two times per month). \$23.35 Single, \$48.16 Double, and \$64.29 Family.

STAR Advantage or Summit plans **do not** have an employee-paid premium and offer an employer contribution, if eligible, to the employee's Health Savings Account (HSA) each pay period (\$38.00 single and \$76.00 Double or Family). HSA annual limits for combined contributions (Dixie State University and the employee) are \$3,450 for Single and \$6,900 for Double or Family. HSA money can be used to pay for qualified medical expenses as defined in Publication 502 of the Internal Revenue Service

See 2018-2019 Enrollment Guide for additional details on plan designs and comparisons, deductibles, co-payments, co-insurance, etc.

## DENTAL INSURANCE:

University pays approximately 95% of the premium for the employee and employee's family for dental insurance through EMI Health. Employee pays approximately 5% of the premium (per paycheck-paid two times per month) for either Traditional (\$1.95 Single, \$3.60 Double, and \$6.55 Family) or Preferred Choice (\$0.75 Single, \$1.38 Double, and \$2.50 Family) dental options. The employee's portion of the dental premium is deducted pre-tax. Co-pays for dental treatment are paid for by the employee.

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## **GROUP TERM LIFE INSURANCE:**

University pays 100% of the premium for a Group Term Life Insurance policy with Cigna. The maximum death benefit is \$50,000 for employees. Spouse and dependent child death benefit is \$3,000 per person.

Employees may also elect additional Supplemental Life Insurance coverage up to the maximums of:

- \$500,000 for employee
- \$250,000 for spouse and
- \$10,000 per child

Guaranteed issuance amounts are available at time of hire and up to the maximums of:

- \$150,000 for employee
- \$50,000 for spouse and
- \$10,000 per child

Employees have 31 days from the date of hire to elect supplemental life up to the guaranteed issue amounts without having to prove insurability. Employee pays for all supplemental life, deducted out of each paycheck.

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## **LONG TERM DISABILITY INSURANCE:**

University pays 100% of the premium for long term disability insurance provided by Cigna. If approved, benefit payment begins 121 days after disability occurs and continues until the employee's normal social security retirement age or until employee is no longer considered disabled. LTD payment plus Social Security benefit equals 2/3 of regular salary.

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## **FLEXIBLE SPENDING ACCOUNT (FSA):**

University sponsors optional flexible spending plan or FSA (Section 125 of the Internal Revenue Code). Employees using the University's Traditional Medical Plan may elect to have a tax deferred deduction from their paycheck to be used for reimbursement of qualified medical expenses (as defined by Publication 502 of the Internal Revenue Service) that are not covered by insurance. Minimum is \$130 per plan year, maximum is \$2650 per plan year. During the University's Open Enrollment period, employees must re-enroll for the upcoming plan year.

In addition, the University offers a Dependent Care Flexible Spending Account, through PEHP, which allows employees to use pre-tax money to pay for child or elder care expenses. Minimum per plan year is \$130 and maximum is \$5,000. During Open Enrollment, employees must re-enroll for the upcoming plan year.

FSA contributions are deducted equally from each paycheck in the fiscal year.

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**HEALTH SAVINGS ACCOUNT (HSA):** Employees with the STAR Medical Plan have the option of an Health Savings Account to use for qualified medical expenses (as defined by Publication 502 of the Internal Revenue Service).

No plan minimum contributions; the University will contribute up to \$912 (single) or \$1,824 (double/family) for the 2018-19 plan. The employee can elect to contribute their own funds (pre-tax) up to a combined total of \$3,450 (single) or \$6,900 (double/family) between University and employee contributions.

Employees with the STAR medical plan and an HSA are also able to have a Dependent Care FSA in the same plan year.

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**TUITION WAIVER:** The employee, as well as their spouse and unmarried dependents to age 26 are eligible for a full tuition waiver for credit classes taken at Dixie State University. *Fees and other expenses are not included in this tuition waiver.*

See DSU Policy 344 for more information.

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**HOLIDAYS:** **STAFF EMPLOYEES ONLY**

University observes 12 holidays during the calendar year. 11 of these holidays are designated by the University and the 12<sup>th</sup> is selected by the employee as a personal preference day.

See DSU Policy 346 for more information.

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**VACATION/SICK LEAVE:** **STAFF EMPLOYEES ONLY**

University grants sick leave in the amount of 4 hours per paycheck (one day per month). Accrued sick leave can be carried forward from one year to the next. There is no limit for accrued sick leave. Upon leaving employment at Dixie, sick leave is not paid out.

University grants vacation leave of 22 days a year for exempt employees and from 12-22 days a year for non-exempt employees depending on years of service. A maximum of 35 days of accrued vacation leave may be carried forward from one year to the next year. Upon leaving employment at Dixie, vacation and any compensatory hours earned will be paid out.

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