

**INDIANA STATE UNIVERSITY
FACULTY, FISCAL FACULTY
BENEFIT SUMMARY SHEET
2018**

The following summary is designed to introduce you to the many benefits offered by the University. These benefits change from time to time. There is more information available in Employee Benefits and online. Indiana State University reserves the right to amend these benefits at any time.

LIFE INSURANCE

Participation is mandatory for all new benefit eligible employees. The coverage amount is 2.5 times appointment salary rounded up to the next whole thousand with a maximum coverage of \$100,000 and includes the same amount of coverage for Accidental Death and Dismemberment (AD&D). At age 65, the coverage amount is reduced to 65% of the amount for which the employee would otherwise be eligible. The University currently pays the entire cost of coverage. An assessed tax known as imputed life may be added to the employee’s taxable liability for employer-paid premiums in excess of \$50,000 of coverage. Coverage is effective the first day of the month following the date of employment; with employment on the first day of the month, coverage would begin on the date of employment.

VOLUNTARY LIFE INSURANCE

Additional amounts of group term life insurance may be purchased on the employee, spouse and dependent children. For new employees, the guarantee issue levels are \$180,000 for employees and \$50,000 for a spouse if enrolled within the first 31 days of employment. Dependent children can be covered up to \$10,000 each. After 31 days, coverage is approved only with evidence of insurability. Beginning at age 70, the benefit amount begins to be reduced. Employees pay the full cost of voluntary life coverage.

HEALTH COVERAGE – Two options:

**Preferred Provider Plan or High Deductible Health Plan.
Both Self-insured Plans (costs shared between the employee and the University)**

The coverage includes medical, dental, and prescription drug plans. Enrollment is within the first 31 days of employment, with coverage effective on the first of the month following enrollment. Enrollment beyond the first 31 days is available during the annual open enrollment period normally in November for coverage the following January 1 or within 31 days following an approved qualifying event.

The employee rates for 2018 are dependent on participation in our Wellness Program and the employee’s tobacco use. To earn the Wellness Discount, an employee must have completed a Health Risk Assessment and Biometric Screening during 2017. New employees will automatically receive the Wellness Discount for the 2018 calendar year. Any employee/spouse covered on the plan that are Tobacco Users or are not participating in a Cessation Program will be charged a Tobacco Surcharge of \$50 each per month. Any employee whose household income is less than 200% of Federal Poverty Guidelines can apply for an additional discount on the Preferred Provider Plan only.

The following chart illustrates the monthly rates for the two plans offered. The option of paying health premiums on a pre-tax basis (reduction) is available. Ten-pay faculty will have three deductions from the June 1 check to cover June, July, and August premiums.

Coverage Options	Standard Rate Per Month/Plan	
	Preferred Provider Plan	High Deductible Health Plan
Employee Only	\$241	\$176
Employee/Child(ren)	\$445	\$344
Employee/Spouse	\$582	\$454
Employee/Dependents	\$637	\$497

FLEXIBLE SPENDING ACCOUNTS – Administered by CHARDSNYDER

This is NOT available to employees enrolled on the High Deductible Health Plan.

Employees may designate a calendar year amount to deduct from their paychecks before taxes to be used to pay for eligible medical. This money can be used to pay for items not covered by your health plan (for example, deductibles or co-pays) or dependent care expenses. New employees may enroll during the first 31 days of employment or during the annual open enrollment period normally in November each year for enrollment for the following year. Funds in this account must be used in the calendar year it was contributed or the funds are lost.

FLEXIBLE SPENDING ACCOUNT (Dependent Care)—CHARDSNYDER

Available to employees on either or no plan. Employees may designate a calendar year amount to deduct from their paychecks before taxes to be used to pay for eligible dependent care expenses. Funds must have been contributed prior to paying dependent case expenses. Funds in this account must be used in the calendar year it was contributed or the funds are lost.

High Deductible Health Plan – Administered by ANTHEM www.anthem.com In-Network Benefits - Anthem Blue Access Network

Preventive Care and Well Baby services are covered at 100%. There is a \$2,000 employee only deductible; \$6,000 total employee plus family deductible which includes both medical and prescription drug charges. After the total deductible is satisfied, benefits are paid at 80%. Once out-of-pocket expenses reach \$6,550 per individual per calendar year (\$13,100 family aggregate), benefits increase to 100% of excess-covered charges for the remainder of the calendar year. Out-of-pocket maximum does not pertain to dental services covered under the dental plan.

Out-of-Network Benefits--All services by providers not in the network are subject to a \$6,000 employee only deductible or an \$18,000 employee plus family members total deductible. After the deductible is satisfied, benefits are paid at 50% of approved charges. Once out-of-pocket expenses reach \$19,650 per employee only or \$39,300 for employee plus family members per calendar year, benefits will increase to 100% of excess-covered charges for the remainder of the calendar year. Out-of-pocket maximum does not pertain to dental services covered under the dental plan.

High Deductible Prescription Drug Card Plan – Administered by CVS Caremark www.cvscaremark.com

The State prescription drug program, IAPPP, is utilized for the prescription drug card. The card must be used to receive coverage. Prescriptions can be purchased at member pharmacies or through the mail order plan. A ninety-day supply is allowed. Once the total HDHP deductible is satisfied, copay for prescriptions is 20%.

HEALTH SAVINGS ACCOUNTS (HSA) –The HSA Authority, 888-472-8697

This is not available to employees enrolled in the Preferred Provider Organization Plan.

A Health Savings Account (HSA) is available with the High Deductible Health Plan. The University will contribute \$500 for an Employee Only plan; \$1,000 for an Employee Plus family plan. These funds are placed in an HSA that can be used to pay for a variety of medical, vision, prescription and dental charges. Employees may also contribute tax free from payroll deduction up to an annual limit. Funds in this account will roll over from year to year and remain tax free.

Dental – Administered by Delta Dental www.deltadentalin.com

Dental is included with either health coverage plan selected and is not optional. A listing of Delta Preferred Provider Option dentists should be utilized for maximum benefit payments. When using a preferred dentist, two regular cleanings and examinations and one set of bitewing x-rays each year are paid at 100% of the discounted fee with no deductible. The maximum payment per calendar year per covered individual for covered dental services is \$1,200. Co-payments range from 10% to 50% depending upon procedure performed and choice of a dentist. When utilizing a non-preferred dentist, there is a \$50 per person per calendar year deductible with usual and customary fees paid at a lower percentage. Orthodontia benefits are included with a separate \$100 deductible and 50% quarterly payment with a lifetime maximum of \$1,200 for covered individuals under age 19.

VISION COVERAGE – Underwritten by United Healthcare Vision www.myuhcspecialtybenefits.com

Employees are eligible to enroll in the voluntary vision coverage plan through United Healthcare Vision within the first 31 days of employment or during the annual open enrollment period in November. The plan utilizes a network of providers where benefits are paid better, but allows for use of non-network providers with a reimbursement schedule. The plan requires that employees who enroll must remain with the plan for a one-year lock-in period. Coverage includes one eye exam per 12 months, one set of lenses per 12 months, and one set of frames per 24 months. The plan also provides for contact lenses in lieu of glasses. Single coverage is available for \$10.58 per month and family coverage is available for \$24.42 per month. The option of paying vision premiums on a pre-tax basis (reduction) that may lower taxable income and increase take home pay is available.

LONG-TERM DISABILITY INSURANCE

Employees are eligible for long-term disability benefits after 3 years of continuous, regular employment with the University. This policy provides 66.67% income protection and annuity contribution continuation after 180 days of continuous total disability. The 66.67% income guarantee is from all sources; i.e., Symetra, Social Security, Workers' Compensation, PERF, TIAA, and all other sources of retirement income. The policy also contributes into a retirement annuity to age 66. The University pays premiums in full for long-term disability benefits for all eligible employees. Participation is mandatory.

Immediate participation is available if the new employee was enrolled in a fully insured group disability insurance program (within 90 days prior to ISU employment), which would have provided income protection upon disability for at least five years and has at least 50% income protection. Verification on the type of coverage, insurance company name, effective and end dates within the first 90 days of employment is required. Temporary appointments are not eligible for participation in this plan.

TIAA RETIREMENT www.tiaa.org

The University pays 10 per cent of base salary into TIAA for retirement which is vested immediately. University contributions are not made on stipends or one-time-only payments. There is no required employee contribution. The employee has nearly 40 investments options from which to choose.

TIAA AUTO-ENROLL www.tiaa.org

To facilitate retirement savings, all new employees will have an automatic three (3) percent deducted from each payroll check before taxes and contributed to a TIAA Group Supplemental Retirement Annuity. The employee is responsible for choosing the investments and beneficiary(s) after the contract has been established.

TAX DEFERRED ANNUITIES www.tiaa.org

Voluntary contributions are taken before taxes from employee payroll checks and reduce tax liability under Section 403(b) of the Internal Revenue Code. Maximum annual contributions are based upon Federal guidelines. In addition to the pre-tax 403(b) option, employees can also contribute to a Roth 403(b) after tax annuity.

SOCIAL SECURITY

Social Security taxes are deducted from the paycheck and matched by the University.

SICK LEAVE

Full-time faculty accrue sick leave at a rate of 12 days per year (9 hours per month for 10 months). No payments are made for unused sick leave upon termination.

FEE WAIVERS

Fee waivers are offered on a limited basis to employees, who may enroll in up to 18 hours* of course work at Indiana State University each academic year at a reduced rate. Fee waivers for spouse allow 80% of qualified tuition waived for up to 15 semester hours per year. Dependent children of eligible employees of Indiana State University who are full-time undergraduate students will receive a waiver of 80% of qualified tuition per semester for a maximum of ten (10) semesters.

Employees electing to utilize a fee waiver to enroll in graduate courses at ISU may be taxed on the value of the fee waiver benefit if the fees waived exceed \$5,250 per year. Spouses who enroll in graduate courses will have the entire value of the fee waiver benefit added to the employee's taxable income for the year. For eligibility requirements and more information regarding the fee waiver benefit, contact the Employee Benefits Office. There are no reciprocal agreements with other colleges or universities. *Faculty enrollment may be limited..

PAYROLL – www.indstate.edu/payroll

Payroll checks are issued on the first of every month beginning September 1. Faculty may choose a 10 pay (Sept. 1 thru June 1) or 12 pay (Sept. 1 thru August 1) option. Those electing 10 pay will have two additional health coverage deductions from the June 1 check to cover July and August benefits.

DIRECT DEPOSIT

Direct deposit of payroll checks is mandatory and is available for any bank or financial institution in the United States. Forms to obtain direct deposit are available in the Payroll Office, 408 Rankin Hall, (812) 237-3533 or www.indstate.edu/payroll/link2/index.htm .

PARKING

Parking hangtag/annual garage fees may be paid in full or deducted by pay period on a pre-tax basis. Information on parking regulations and rates are available from Traffic and Parking Services, (812) 237-4339 or www.indstate.edu/parking.

UNIVERSITY ID CARD

All employees are required to have a University Identification Card that can be obtained from the office of Public Safety. This card also provides access to the Library and the Student Recreation Center and workshops.

ISU HANDBOOK

The University Handbook contains more information on benefits and other issues. The Handbook can be found at <http://www.indstate.edu/adminaff/policyindex.htm>

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For more information go to www.indstate.edu/humres/staff-benefits

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