



FULL-TIME* ADMINISTRATORS & FACULTY

2014-2015

Benefits at a Glance

HEALTH		
BENEFITS AND PROGRAMS	DESCRIPTION	EMPLOYEE COST
Medical Insurance: <i>Three Choices</i>	Anthem Century Preferred PPO - includes prescription drug coverage through a separate carrier and preventive care paid at 100%. Nationwide provider network.	<u>Monthly</u> Employee only - \$140.25 Employee + Spouse - \$446.36 Employee + Child(ren) - \$401.73 Family - \$675.00
	Anthem Blue Care POS – includes prescription drug coverage through a separate carrier and preventive care paid at 100%.	<u>Monthly</u> Employee only - \$98.23 Employee + Spouse - \$343.79 Employee + Child(ren) - \$334.60 Family - \$462.50
	Anthem Century Preferred BASIC – low cost, high deductible health plan (\$1,000 single / \$3,000 family). Includes prescription drug coverage through a separate carrier and preventive care paid at 100%. Nationwide provider network.	<u>Monthly</u> Employee only - \$55.10 Employee + Spouse - \$231.42 Employee + Child(ren) - \$194.45 Family - \$265.00
Dental Insurance: <i>Two Choices</i>	Anthem Copay Dental - covers diagnostic, preventive (80%) and restorative procedures (50%) necessary for adequate dental health.	<u>Monthly</u> Employee only - \$3.38 Employee + Spouse - \$18.58 Employee + Child(ren) - \$16.72 Family - \$32.07
	Anthem Flex Dental - provides coverage for a wide range of dental services up to \$2,000 per insured person per calendar year and includes an orthodontia benefit of \$1,500 per member lifetime maximum.	<u>Monthly</u> Employee only - \$11.20 Employee + Spouse - \$28.98 Employee + Child(ren) - \$26.08 Family - \$50.05
Vision Insurance	EyeMed Vision - allows a routine eye exam, while saving money on eye care purchases. The plan is available through provider locations participating in the EyeMed SELECT network.	<u>Monthly</u> Employee only - \$0 Employee + Spouse - \$2.28 Employee + Child(ren) - \$2.05 Family - \$4.88
Section 125 Plan	Allows employees to pay health premiums on a pretax basis, providing a savings on federal, state and FICA taxes. Employees have the option to elect post-tax deductions.	No cost to employee.
Waiver of Insurance	Full-time administrators and faculty who waive both medical and dental coverage are eligible to receive an annual cash supplement of \$1,400.	No cost to employee however benefit is considered taxable income.
Flexible Spending Account (FSA)	Healthcare FSA – Pay for eligible out-of-pocket healthcare expenses with money that is generally tax-free.	Employee may elect up to \$2,500 annual maximum.

INCOME PROTECTION		
BENEFITS AND PROGRAMS	DESCRIPTION	EMPLOYEE COST
Basic Life Insurance <i>Two options</i>	Group term life benefit equal to two times annual base salary, rounded to the next highest thousand dollars - up to \$1,000,000 maximum. (Subject to reduction in insurance beginning at age 70). Eligible employees are automatically enrolled in this option. - or - A reduced benefit of \$50,000 in life coverage can be elected in lieu of two times salary.	No cost to employee. <i>The IRS requires that group term life insurance benefits in excess of \$50,000 be treated as a taxable benefit. The value of the taxable benefit amount is calculated based on an IRS table according to age.</i>
Supplemental Voluntary Life and AD&D Insurance	Voluntary term life benefit of up to \$200,000 in \$10,000 increments. Spousal coverage of up to \$50,000 and dependent coverage of \$10,000.	After-tax rates based upon the benefit level elected and employee's age.
Accident Insurance	Accidental Death and Dismemberment (AD&D) insurance provides coverage equal to the Basic Life benefit in the event of injury or death from an accident. Automatic when enrolled in Basic Life Insurance.	No cost to employee.
Long-Term Disability Insurance (LTD)	After 1 year of continuous employment, the long term disability benefit provides a basic income benefit in case of total disability. After six months of continuous disability, provides for a benefit equivalent to 60 percent of covered monthly salary up to a maximum of \$7,500 per month in total disability benefits, subject to applicable withholding taxes.	No cost to employee however benefit is considered taxable income.
EDUCATION BENEFITS *		
BENEFITS AND PROGRAMS	DESCRIPTION	EMPLOYEE COST
Tuition Remission	Eligible full-time faculty and administrators, their dependent children, domestic partners and legal spouses may enroll in courses at Quinnipiac University as outlined in the policy. There is a waiting period for tuition benefit eligibility of 6 months for employees and 1 year for spouse/domestic partner/dependent children.	No cost to employee however benefit for graduate tuition is considered taxable income.
Tuition Exchange Program	Dependent children of eligible full-time** faculty and administrators may attend other colleges and universities under the program provided that the following criteria are met: <ul style="list-style-type: none"> • Quinnipiac has suitable credits available within the tuition exchange program. • The student has been accepted at the institution involved. • The institution involved has awarded a tuition exchange scholarship to the student. <i>**NOTE: visiting faculty and part time positions are not eligible for this benefit.</i>	No cost to employee. A list of participating institutions is available at www.tuitionexchange.org . Please contact the assistant to the senior vice president for finance for additional information regarding the tuition exchange program.

FUTURE FINANCIAL SECURITY

BENEFITS AND PROGRAMS	DESCRIPTION
403(B) Defined Contribution Retirement Plan	<p>403(b) Defined Contribution Plan – Employees can save up to \$18,000 in 2015, before income taxes are withheld. An additional \$6,000 may be withheld in catch-up if you are age 50 and older.</p> <ul style="list-style-type: none"> At any time during the first five years of employment, employees may voluntarily contribute to the plan; however a contribution of 5 percent of the employee's salary is required in order to receive a 5 percent match from the University. After five years of continuous employment, the University contributes an amount equal to 10 percent of the employee's salary regardless of the employee's voluntary contribution to the plan. Employees may invest in any of the funds in the Quinncipiac Fund Array at TIAA-CREF. There is no loan option in this Plan.
Tax-Deferred Annuity Retirement Savings Plan	Employees may direct voluntary contributions to the Group Supplemental Retirement Annuity offered by TIAA-CREF, which provides a loan and hardship withdrawal option. The University makes no contribution to this plan.

PAID TIME OFF *

BENEFITS AND PROGRAMS	DESCRIPTION
Vacation	Full-time faculty and administrators whose assigned responsibilities extend over a 12-month period and who have completed one year of service as of June 30 currently have accrued 22 vacation days. Those employed less than one year as of June 30 will receive a prorated vacation accrual based on length of employment. Vacation time accrues immediately upon hire but may not be taken until completing six months of employment. In addition, accrued vacation days must be taken by the following June 30 or they will be forfeited.
Paid Holidays	10 Holidays – In addition, the University is closed between Christmas and New Year's Day each year.
Sick Days	Full-time faculty and administrators accumulate 15 days of sick leave per year up to a maximum of 26 weeks.

WORK AND FAMILY BENEFITS

BENEFITS AND PROGRAMS	DESCRIPTION	EMPLOYEE COST
Dependent Care Flexible Spending Account	Dependent Care FSA – Pay for eligible child/elder care expenses with tax-free money.	Employee may elect up to a \$5,000 annual maximum.
Health Advocate	Employees and their family members can obtain assistance with insurance-related issues, receive guidance with complex healthcare situations and achieve problem resolution from registered nurses supported by medical directors and claim specialists. This free service is confidential and available 24/7.	No cost to employee.

Employee Assistance Program (EAP)	Employees and their family members may call the EAP for free referral and counseling services for a wide variety of life issues which include personal counseling, budget/debt assistance and personal legal consultation.	No cost to employee for initial sessions.
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***Education benefits and paid time off for part time positions will be prorated accordingly.**

The benefits described herein are subject to the provisions outlined in the Plan Document(s). New employees will be eligible for medical, dental, vision, basic life/AD&D insurance and FSA participation as of the first of the month following hire date. Eligibility for participation in the retirement plan is as soon as administratively feasible following hire date. Eligibility for long term disability is the first of the month following one year of employment.