

# 2023-2024 Overview of Benefits

## MEDICAL, DENTAL, AND VISION BENEFIT OVERVIEW

### MEDICAL:

The University offers three health plans to choose from – HMO, HDHP, MVHMO.

### **Medical Premium Monthly Contributions**

Effective July 1st, 2023, amounts are as follows:

<b>HMO:</b>	<u>Biweekly Premium</u>	<u>Monthly Premium</u>
Employee Only	\$71.93	\$143.86
Employee +1	\$167.51	\$335.02
Employee +2 or more	\$270.08	\$540.16

<b>HDHP:</b>	<u>Biweekly Premium</u>	<u>Monthly Premium</u>
Employee Only	\$178.65	\$357.30
Employee +1	\$411.85	\$823.70
Employee +2 or more	\$627.19	\$1,254.38

<b>MVHMO:</b>	<u>Biweekly Premium</u>	<u>Monthly Premium</u>
Employee Only	\$54.88	\$109.76
Employee +1	\$127.81	\$255.62
Employee +2 or more	\$206.06	\$412.12

### VISION:

The University offers basis vision insurance at no cost to the employee with the option to upgrade to full-service coverage.

<b>Full-Service Vision:</b>	<u>Biweekly Premium</u>	<u>Monthly Premium</u>
Employee Only	\$3.02	\$6.03
Employee +1	\$5.75	\$11.49
Employee +2 or more	\$8.43	\$16.86

### DENTAL:

The University offers two dental plans to choose from – DHMO OR DPPO.

<b>DHMO:</b>	<u>Biweekly Premium</u>	<u>Monthly Premium</u>
Employee Only	\$3.65	\$7.30
Employee +1	\$9.66	\$19.32
Employee +2 or more	\$14.24	\$28.48

<b>DPPO:</b>	<u>Biweekly Premium</u>	<u>Monthly Premium</u>
Employee Only	\$20.03	\$40.06
Employee +1	\$39.35	\$78.69
Employee +2 or more	\$58.91	\$117.82

## LEAVE PROVISIONS

### TIME OFF BENEFITS

#### VACATION:

**Administrators** - Eligible administrators earn 16 hours each month (maximum accrual is 280 hours).

**Administrative Non-Exempt** – Eligible administrative non-exempt employees earn 6.77 hours per pay period (maximum accrual is 240 hours).

**Staff** – Eligible staff employees can earn from 80 to 160 hours per year based on years of service and hours in active pay status each pay period.

#### SICK:

**Administrators** – Eligible administrators accrue at the rate of 14 hours per month (maximum accrual is 720 hours).

**Administrative Non-Exempt** – Eligible employees accrue at a rate of 5.54 hours per pay period (maximum accrual is 720 hours).

**Staff** – Eligible staff employees accrue at a rate of 4.62 hours per pay period (maximum accrual is 720 hours).

#### PERSONAL:

**Administrators/Administrative Non-Exempt** – Up to 1 personal day each fiscal year.

**Staff**- Up to 24 hours of leave are available each fiscal year.

#### HOLIDAYS:

20 days observed as paid holidays (revised annually).

#### BEREAVEMENT:

Up to 5 days' pay for immediate family member.

#### JURY DUTY:

Up to ten days per fiscal year with pay for regular full-time employees.

## Additional Benefits

#### VOLUNTARY WORK FROM HOME OPPORTUNITIES:

Eligible employees may qualify for the voluntary work from home program when feasible based on departmental need and in accordance with the University's Voluntary Remote Work Policy.

#### TUITION REMISSION:

Full or partial tuition remission is available to employees, their spouse or California registered domestic partner, and unmarried dependent children under the age of twenty-five (25), under the conditions set forth in the Tuition Remission policy. Graduate classes may be taxable by IRS regulations.

#### TUITION EXCHANGE:

Dependent children of employees are also eligible to participate in the Tuition Exchange scholarship program with other participating colleges and universities.

#### EMPLOYEE ASSISTANCE PROGRAM (EAP):

Confidential and experienced resources available to all University employees, spouses, and eligible dependents. The first eight meetings are paid for by the University.

## UNIVERSITY SUPPLEMENTAL BENEFITS

### LIFE INSURANCE

The University provides basic life insurance equal to the employee's annual salary; up to a maximum of \$200,000. Accidental death and dismemberment (AD&D) included.

### RETIREMENT

The University contributions have been suspended temporarily until further notice effective July 1, 2023. Employee elective contributions remain available up to IRS limits.

## VOLUNTARY PARTICIPATION PROGRAMS

### VOLUNTARY LIFE INSURANCE

Employees may purchase additional life insurance in increments of \$10,000 limited to five times the employee's base annual salary with a maximum coverage of \$750,000.

### VOLUNTARY SPOUSE INSURANCE

Employees may elect additional life insurance for their spouse or registered domestic partner in increments of \$5,000, not to exceed \$275,000. Spouse elections can't exceed 50% of employee coverage.

### VOLUNTARY DEPENDENT LIFE INSURANCE

Employees may elect \$5,000 of life insurance for dependent children.

### ACCIDENT & HOSPITAL INSURANCE

Employees may elect Accident or Hospital Indemnity insurance through MetLife. These plans may pay a benefit for an injury and treatment or admission and confinement in the hospital.

### CRITICAL ILLNESS

If you are diagnosed with a critical illness, this plan provides financial support to help offset the treatment costs and cover your day-to-day expenses. The critical illness plan pays a lump sum benefit if you are diagnosed with a covered illness and use the benefit as you see fit

### LEGAL PLAN

This plan covers you and eligible dependents and provides telephone and office consultations with an unlimited number of personal legal matters with an attorney of your choice within the network.

## VOLUNTARY PARTICIPATION PROGRAMS CONT.

### IDENTITY THEFT PROTECTION

Employees may elect Identity Theft Protection through Norton LifeLock. The plan provides all-in-one protection for your identity and devices. LifeLock privacy monitoring to give you piece of mind and greater control online.

### LONG-TERM DISABILITY

The University offers long term disability and shares the cost with the employee. Benefit provides 60% of pre-disability base earnings (up to \$6,000 per month) in the event a covered disability exceeds 90 days.

### FLEXIBLE SPENDING ACCOUNT (FSA)

Pre-tax accounts that employees can elect to set aside up to \$3,050.00, to help pay for out-of-pocket medical, vision and dental expenses incurred during the Plan Year.

### DEPENDENT CARE FSA

Offers employees the opportunity to allocate up to \$5,000.00 per calendar year, per household, to pay for dependent care expenses on a pre-tax basis.

### HEALTH SAVINGS ACCOUNT

Employees may contribute on a pre-tax basis a maximum of \$3,850.00 individually and \$7,750.00 per family for the calendar year 2023. This is only available to employees with the HDHP medical plan.

### LIMITED FSA

Allows an employee enrolled in a HDHP to set aside up to \$3,050.00, pre-tax, to help pay for out-of-pocket dental and vision expenses incurred during the Plan Year.

### DEFERRED COMPENSATION – 403(b)

All employees may contribute pre-tax dollars into a retirement account or after-tax dollars into a retirement Roth 403(b) account. The maximum contribution for the combined pre- and after-tax dollars for 2023 is \$22,500. An employee aged 50 years or older as of December 31, 2022, may contribute an additional \$7,500 as a "catch-up" contribution. Employees who have 15 or more years of service at the University of Redlands may be eligible to contribute an additional amount of \$3,000 per year over 5 years, not to exceed \$15,000.

### Plan Year 2023-2024

*This reference guide was prepared by Human Resources on June 26, 2023*

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