

**BENEFIT INFORMATION FOR NEW FULL-TIME FACULTY, LIBRARIANS,
AND NON-TENURE TRACK ACADEMIC APPOINTEES¹**
(January 2011)

<u>Benefit</u>	<u>University cost</u>	<u>Employee cost</u>
Social Security (FICA) tax	6.2% of annual salary up to \$106,800 limit	Same as University cost
Medicare tax	1.45% of annual salary with no limit	
I.U. Retirement Plan (Faculty, Librarians and all other Academic Appointees starting July 1, 1999 or later)	10% of actual base salary	None
Life Insurance (\$50,000 coverage) ² (Dependents' Life Insurance Accidental Death and Dismemberment)	\$166.80/person per year	None
Unemployment Compensation	.17% of base salary	None
Workers Compensation (Medical & Income)	.33% of base salary	
Fee Courtesy	.24% of base salary	

MEDICAL PLANS

	<u>Medical Only</u>		<u>Employee Contribution</u>	
	<u>Total Premium (monthly)</u>	<u>IU Contribution</u>	<u>Medical Only</u>	<u>With Dental</u>
IU HDHP PPO & Health Savings Account				
Employee	\$270.15	\$265.15*	\$5.00	\$2.16
Employee w/Child(ren)	\$538.86	\$528.86*	\$10.00	\$12.50
Employee w/Spouse	\$658.75	\$648.75*	\$10.00	\$14.77
Family	\$748.12	\$733.12*	\$15.00	\$23.78
IU PPO \$900 Deductible				
Employee	\$451.35	\$445.66	\$5.69	\$2.16
Employee w/Child(ren)	\$900.31	\$888.92	\$11.39	\$12.50
Employee w/Spouse	\$1,100.63	\$1,089.24	\$11.39	\$14.77
Family	\$1,249.93	\$1,204.67	\$45.26	\$23.78
PPO Blue Access				
Employee	\$500.35	\$483.83	\$16.52	\$2.16
Employee w/Child(ren)	\$991.12	\$958.28	\$32.84	\$12.50
Employee w/Spouse	\$1,213.92	\$1,168.24	\$45.68	\$14.77
Family	\$1,378.34	\$1,261.41	\$116.93	\$23.78
Clarian Quality Partners (CQP) Exclusive Provider				
Employee	\$451.35	\$446.35	\$5.00	\$2.16
Employee w/Child/ren	\$900.31	\$890.31	\$10.00	\$12.50
Employee w/Spouse	\$1,100.63	\$1,090.63	\$10.00	\$14.77
Family	\$1,249.93	\$1,210.19	\$39.74	\$23.78

*Contributions shown do not reflect the University's annual contribution to the employee's health savings account: \$700 for employee coverage and \$1,400 for family coverage (employee plus spouse and/or children).

¹The information given here is presented in the form of in-lieu-of-pay value to illustrate the overall value of fringe benefits. Variations in benefits may occur, and employees do not have a claim on the exact dollar values used for illustration.

²Appointees may purchase additional group term life insurance equal to as much as four times their salary, if requested within 60 days of first eligibility, or upon proof of medical insurability.

Federal Insurance Contribution Act (FICA)

The FICA tax, paid equally by employees and University, finances Social Security and Medicare.

IU Retirement Plan

The University makes contributions to participant's retirement accounts. Participants are responsible for all investment decisions, and may choose from a number of investment funds offered by TIAA-CREF and Fidelity Investments. The participant is responsible for managing their contributions and accumulations to maximize their growth. Retirement income is based on the total account accumulations. IU Retirement Plan Participants on or after September 1, 2010, are subject to a three-year cliff vesting requirement. An Employee's Contributions and earnings are fully Vested upon the earlier of: 1) completion of three years of IU employment as a Plan or Public Employees' Retirement Fund (PERF) Participant; 2) death; 3) disability as defined by social security; or 4) attainment of age 65.

Life Insurance

Life Insurance is provided for full-time appointed employees and their eligible dependents. Employees are generally insured for two times their base salary up to a maximum of \$50,000 of insurance. Spouses are covered for \$3,000 and dependent children for \$1,000. In the event of a total and permanent disability, prior to age 60, the employee may receive the first \$20,000 of coverage, paid as a monthly income over a period of five years. Upon termination with Retired Status, the plan provides \$6,000 of coverage for the Retiree.

Optional Plans

Full time appointed employees may also elect to participate in the following benefit plans:

- Supplemental Life
- Personal Accident Insurance
- Long-Term Disability
- Tax Deferred Annuity (TDA)
- Tax Saver Benefit (TSB)
- IU Retirement Savings Plan
- Pre-Tax Commuting Expense
- Wellness HRA Plan

Additional information is available at

<http://www.indiana.edu/~uhrs/benefits/neweeo-profe.html>

Health Care Plans

Health care coverage is available to persons employed by Indiana University, on a full-time appointed basis **providing they enroll within 30 days of hire**. The university and employee share the cost of health care coverage. Four levels of coverage are available: employee only, employee/spouse, employee/children, and family. The university contributes a fixed amount toward each level of coverage regardless of which plan the employee selects. Dental coverage is an optional plan. Retired employees are eligible for Retiree coverage if they were covered through the IU plan at the time of termination and meet the length-of-service and age requirements. Full plan descriptions are available under Plan Booklets at

http://www.indiana.edu/~uhrs/benefits/plan_booklets.html.

- A) **IU HDHP PPO & Health Savings Account** The IU HDHP PPO & Medical Savings Plan is a comprehensive medical plan covering medical, prescription, behavioral health, and organ transplant services with no limitations for pre-existing conditions. Deductible is \$1,200 for employee-only coverage and \$2,400 when one or more family members are covered. (Prescriptions are included in the deductible.) Once the deductible is met, the plan pays 80 percent of in-network medical costs, including prescriptions and behavioral health services. After the out-of-pocket maximums, the plan pays 100 percent. Preventive services and preventive prescriptions are not included in the deductible and are covered at 80 percent. Enrolling in this plan authorizes JP Morgan Chase to open a health savings account in the employee's name. The University pays the monthly banking fees for the savings account. The University makes a \$700 contribution to the savings account for employee-only coverage and \$1,400 when one or more family members are covered. The employee makes a \$300 required minimum contribution and decides whether to make additional contributions up to the IRS-allowed maximums. Contributions and interest/investment earnings can be used tax-free for medical expenses. Any account balance rolls over year to year, even upon separation from IU. TSB and/or HRA accounts can only be used for dental and vision expenses and certain medical expenses after the HDHP deductible is met. Because the plan is different than other plans offered by the university, it is important to read and understand the plan provisions and tax features before enrolling. Additional information is available at:
<http://www.indiana.edu/~uhrs/benefits/2011/hdhp.html>.
- B) **IU PPO Health Care \$900 Deductible** This plan pays full benefits for services received from Anthem Blue Access Preferred Providers. A Primary Care Physician is not required. Partial benefits are paid for services from non-network providers. There is a deductible of \$900 (\$2700 family) max. After deductible, there is 15% co-pay up to \$2,400 (\$7,200 family), then there is no co-pay. Covered charges for services provided by out-of-network providers subject to in-network deductible and max. After deductible is met, member pays 30% copay until payments equal \$2,400 (\$7,200 family), then there is no copay. Additional information is available at:
<http://www.indiana.edu/~uhrs/benefits/2011/ppo900.html>.
- C) **IU PPO Blue Access** This plan pays full benefits for services received from Anthem Blue Access Preferred Providers. A Primary Care Physician is not required. Full benefits are paid with no deductible. \$30 per primary care/\$40 per specialist office visit. \$50 urgent care. \$400 per hospital admission. \$150 per outpatient facility visit. 10% for other services. When copays equal \$2,400 (\$7,200 family), then there is no copay. Covered charges for services provided by out-of-network providers subject to deductible of \$900 (\$2,700 family) max. After deductible is met, member pays 30% copay until payments equal \$2,400 (\$7,200 family), then there is no copay. Additional information is available at:
<http://www.indiana.edu/~uhrs/benefits/2011/blue.html>.

D) Clarian Quality Partners (CQP) Exclusive Provider This is a new plan effective January 1, 2011. It provides comprehensive medical coverage through an exclusive network of physicians and hospitals, Clarian Quality Partners. This plan also features preferential copays when Clarian pharmacies are used. Members designate a Primary Care Physician (PCP) who provides routine care and coordinates overall care. PCPs include general and family practice physicians, internists, and pediatricians who provide basic care. Eligibility is limited to employees residing in certain counties. \$25 per primary care/\$35 per specialist office visit. \$50 urgent care. \$300 per hospital admission. \$150 per outpatient facility visit. 10% for other services. After copays equal \$2,400 (\$7,200 family), then there is no copay. Additional information is available at: <http://www.indiana.edu/~uhrs/benefits/2011/clarian.html>.

Other Income Loss Protection

Unemployment - University employees are covered by Indiana Law, modified for educational institutions, requiring employers to provide unemployment compensation.

Work Related Injury or Illness - Under state workers compensation law, the university is obligated to pay certain income and medical expense losses resulting from employment connected conditions or accidents.

IU Tuition Benefit

Within certain limitations, full-time employees, spouses, and children may take courses at the university, and receive a University subsidy equal to 50 percent of In-State fees. Although the subsidy is based on In State fees, the individual student residency status for fees is governed by the following criteria: 1. Students who are 21 years of age or emancipated must have been physically present in Indiana for twelve consecutive months (prior to the first day of classes) without the predominant purpose of education. 2. Students who are under 21 years of age and unemancipated and who have parents or legal guardians residing in Indiana are classified as resident students without first living in the state for 12 months. However, in cases of legal guardianship agreements, it must be shown that the guardianship agreement was sought for reasons other than to enable the student to become eligible for resident student status or for the purpose of attending an Indiana high school. An official copy of the court documents that outline the guardianship agreement must be provided to the University. 3. Dependent spouses must have been physically present in Indiana for twelve consecutive months (prior to the first day of classes). Note: Any person who meets the residence status criteria described above is eligible for resident student status without regard to previous enrollment as a nonresident student. Additional information is available at: <http://www.indiana.edu/~uhrs/benefits/tuition.html>

Additional Information

Additional information may be viewed at: <http://www.indiana.edu/~uhrs/benefits/newweeo.html>