
Non-Supervisory Merit Employment

*(Blue Collar, Clerical, Security, and Technical Bargaining
Unit Classifications including Confidential Classification)*

*Benefit Summary
Information*

IOWA STATE UNIVERSITY

2008

Employees appointed to permanent positions in Merit bargaining unit classifications with an appointment of 1/3 time or greater and a duration of at least nine continuous calendar months are eligible for participation in the following benefit programs, unless otherwise indicated:

RETIREMENT

Iowa Public Employees' Retirement System (IPERS):

Compulsory except for employees who elect the University annuity (TIAA-CREF) or substitute annuity plan.

Contributions are as follows:

<u>Effective date</u>	<u>University contribution</u>	<u>Employee contribution</u>
July 1, 2007	6.05% of budgeted salary	3.9% of budgeted salary
July 1, 2008	6.35% of budgeted salary	4.1% of budgeted salary
July 1, 2009	6.65% of budgeted salary	4.3% of budgeted salary
July 1, 2010	6.95% of budgeted salary	4.5% of budgeted salary

University Annuity (TIAA-CREF) (Optional) Eligibility:

Employees with a budgeted salary of \$7,800 or more may elect this option instead of IPERS. The employee contribution is 3 1/3 percent of the first \$4,800 of budgeted salary and 5 percent of budgeted salary over \$4,800. The University contributes 6 2/3 percent of first \$4,800 budgeted salary; 10 percent of all budgeted salary over \$4,800. Contributions increase to 5 percent and 10 percent respectively after 5th year of employment is completed.

Substitute Annuity (Optional)

May be elected instead of IPERS or TIAA-CREF. Condition of enrollment same as TIAA-CREF subject to review and approval.

Supplemental Tax Sheltered Annuities – TSA (Optional)

Contributions from employees' salary per employee request. Employee can elect contributions on a tax deferred basis, after tax (Roth), or a combination of tax deferred and after tax.

Employees appointed to permanent positions in Merit bargaining unit classifications with an appointment of 1/2 time or greater and a duration of at least nine continuous months are eligible for participation in the following benefit programs, unless otherwise indicated:

MEDICAL INSURANCE (OPTIONAL, ENROLLMENT REQUIRED)

Eligibility: Insurance becomes effective on the first of the month following 30 calendar days from the date of hire. Family coverage includes employee and spouse/domestic partner and/or dependent children.

Medical Plans – State of Iowa Plans

Premium Rates for 2008

The University pays the full cost of single coverage on all plans. For family coverage, the University pays the majority of the premium. A "double spouse" option may be available for employees whose spouse is employed with ISU or the State of Iowa. Contact the ISU Benefits Office for details.

	<u>Employee cost/month</u>
Program 3 Plus	\$219.44
Iowa Select	\$220.90
Managed Care Organizations	Varies by plan; \$0-\$9.28

Medical Insurance Continued--

Program 3 Plus

- ◆ Deductible: \$300 (single)/\$400 (family), inpatient services only
- ◆ Physician Services: 80/20 coinsurance
- ◆ Office Call: \$15 copay – no deductible
- ◆ Hospital Services: 80/20 coinsurance after deductible
- ◆ Other Services: 80/20 coinsurance
- ◆ Prescriptions: \$5/15/30 copay, mail order for maintenance drugs available, 90 day supply for 2 month copay, separate \$250/\$500 out-of-pocket maximum.
- ◆ Out-of-pocket maximum: \$600 (single), \$800 (family)

Iowa Select

- ◆ Deductible: \$250 (single)/\$400 (family) – waived for Select office services
- ◆ Physicians Services: Select 90% Non-select 80% after deductible
- ◆ Office calls: Select \$15 copay – no deductible
Non-select \$15 copay, 20% coinsurance, deductible
- ◆ Hospital: Select 90%; Non-select 80% - after deductible
- ◆ Prescriptions: \$5/15/30 copay, mail order for maintenance drugs available, 90 day supply for 2 month copay, separate \$250/\$500 out-of-pocket maximum
- ◆ Out-of-pocket maximum: \$600 (single), \$800 (family)

Managed Care Organizations

- ◆ Four Managed Care plans are available. Access to coverage based on network locations.
- ◆ Deductible: None
- ◆ Coinsurance: Varies by service
- ◆ Copayment: \$10 office copay per visit
- ◆ Prescriptions: \$5 generic, \$15 formulary brand, greater of \$30 or 25% non-formulary brand, copays do not apply to out-of-pocket maximum.
- ◆ Out-of-pocket maximum: \$750 (single), \$1500 (family)

DENTAL INSURANCE (OPTIONAL, ENROLLMENT REQUIRED)

Eligibility: Insurance becomes effective on the first of the month following 30 calendar days from the date of hire.
Family coverage includes employee and spouse/domestic partner and/or dependent children.

Dental Plan – State of Iowa (Delta Dental)

Premium Rates for 2008

The University pays the full cost of single coverage. For family coverage, employee cost is \$34.00/month. A “double spouse” option may be available for employees whose spouse is employed with ISU or the State of Iowa. Contact the ISU Benefits Office for details.

- ◆ Coverage at 100%: Eligible checkups, cleanings, X-rays and fluoride treatments
- ◆ Coverage at 80%: Eligible cavity repair and tooth extraction
- ◆ Coverage at 50%: Eligible endodontics and major restoration
- ◆ Coverage at 50%: Eligible bridges and dentures
- ◆ Coverage at 50%: Eligible surgical periodontal
- ◆ Maximum payment: \$1,500/year/insured person
- ◆ Coverage at 50%: Eligible orthodontic treatment for dependent children to age 19, no deductible - \$1500 lifetime limit/person

LIFE INSURANCE (OPTIONAL)

Basic Life Insurance - coverage at approximately two times budgeted salary with a minimum amount of \$7,000. An Accidental Death & Dismemberment (AD&D) coverage provides additional coverage in case of certain accidents and accidental death equal to four times salary. You and the University share the cost of the Life Insurance. Your cost is \$.05 per month per \$1,000 of life insurance. The University pays the balance of the premium cost. The University also pays the entire cost of the AD&D coverage for those enrolled in Basic Life Insurance.

Voluntary Life Insurance – there is optional enrollment, but required to be enrolled in basic life. The premiums are based on salary/age and are paid in full by the employee. Benefit coverage is for additional coverage of 100%, 200%, 300% or 400% of your annual salary. The required minimum is greater of 100% of salary or \$10,000 and a maximum of lesser of 400% of salary or \$500,000. The coverage is portable which allows continuation of coverage until age 75 if you cease to qualify as a member. There is additional coverage for accidental death and dismemberment which is equal to the coverage. There are also additional benefits included with the accidental death and dismemberment coverage. Some levels of coverage require proof of good health.

WILL PREPARATION SERVICES (OPTIONAL)

For those enrolled in the ISU Basic Life insurance, free will preparation services are available through ARAG/Principal Financial Group. Services for a will; living will; healthcare power of attorney; financial power of attorney and identity theft resources.

LONG TERM DISABILITY INSURANCE

Eligibility: Insurance becomes effective the first of the month following one year of continuous employment. The University pays the full premium. New employees may apply for earlier coverage within 30 days of employment. If approved, employee will pay the full premium and TIAA-CREF waiver costs during the first year of employment.

Monthly benefit is 75% of first \$1,000 monthly salary and 60% of monthly salary above that figure. After the first year of employment, the University pays total premium and a waiver, which continues monthly contributions to TIAA-CREF in the event of Long Term Disability.

FLEXIBLE SPENDING ACCOUNTS (OPTIONAL)

Employees may elect to have pre-tax salary dollars deducted to pay non-covered medical, dental, vision and/or dependent care expenses.

AVESIS VISION PLAN INSURANCE (OPTIONAL EYE WEAR COVERAGE)

There is optional enrollment for in-network benefits for frames, spectacle lenses or contact lenses every 12 months. Coverage is available for discounted lens options, LASIK vision correction and additional purchases. There is reimbursement available for out-of-network purchase. The premiums are paid in full by the employee as a payroll deduction.

LONG TERM CARE INSURANCE (OPTIONAL)

Iowa State University offers an optional group long term care insurance plan underwritten by John Hancock Life Insurance Company. In addition to conventional nursing home coverage, the policy covers services received in your own home and other types of care facilities may be covered. The mix of care settings and levels of care varies with different policies. If enrolled in the plan before the enrollment deadline there is guaranteed enrollment. The premiums are paid in full by the employee as a payroll deduction.

SICK LEAVE

Employees with permanent, full time appointments accrue sick leave at the rate of 12 hours per month with unlimited accumulation. Part-time employees accrue amounts equivalent to their fractional base of appointment. After the accrual of 240 hours of sick leave, an employee may elect to substitute 4 hours of vacation in lieu of 12 hours of sick leave for any month in which sick leave is not used.

VACATION

Permanent employees accrue vacation on a monthly basis. Employees with full time appointments accrue at the rate of:

1 st through 4 th year of employment:	10 days per year
5 th through 11 th year of employment:	15 days per year
12 th through 19 th year of employment:	20 days per year
20 th through 24 th year of employment:	22 days per year
25 th and subsequent years of employment:	25 days per year

Vacation may be accrued to twice the annual entitlement. Part-time employees accrue amounts equivalent to their fractional base of appointment.

HOLIDAYS

- ✓ New Year's Day
- ✓ Martin Luther King's Birthday
- ✓ Memorial Day
- ✓ Independence Day
- ✓ Labor Day
- ✓ Thanksgiving Day
- ✓ Friday following Thanksgiving Day
- ✓ Christmas Day
- ✓ 1 additional holiday/year officially announced by Administration
- ✓ 2 personal holidays (accrued with vacation)

TUITION & DEVELOPMENT GRANT PROGRAM

The Tuition Grant Program provides employees the opportunity to receive reimbursement for tuition up to three times per year for coursework taken at an accredited institution. The funding is provided for academic courses offered for credit toward a degree or certificate. For more information, visit the "current employees" section of the HRS home page.

Iowa State University does not discriminate on the basis of race, color, age, religion, national origin, sexual orientation, gender identity, sex, marital status, disability, or status as a U.S. veteran. Inquiries can be directed to the Director of Equal Opportunity and Diversity, 3210 Beardshear Hall, (515) 294-7612.

For further benefits information, visit the Benefits website at
<http://www.hrs.iastate.edu/benefits/homepage.shtml>

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