

**BENEFIT INFORMATION FOR NEW FULL-TIME FACULTY, LIBRARIANS, AND OTHER ACADEMIC APPOINTEES<sup>1</sup>**  
(January 2017)

<u>Benefit</u>	<u>University cost</u>	<u>Employee cost</u>
Social Security (FICA) tax	6.2% of annual salary up to \$118,500 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 <a href="http://www.indiana.edu/~uhrs/benefits/vesting.html">http://www.indiana.edu/~uhrs/benefits/vesting.html</a>	None
Life Insurance (\$50,000 coverage) <sup>2</sup> (Dependents' Life Insurance Accidental Death and Dismemberment)	\$166.80/person per year	None (unless on extended leave)
Unemployment Compensation	.17% of base salary (Percentage varies based on length of appointment)	
Workers Compensation (Medical & Income)	.33% of base salary	
Fee Courtesy	.24% of base salary	

**Federal Insurance Contribution Act (FICA)**

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

<b>IU Tuition Benefit</b>				
Plan	Enrollment	Funding	Start Date	Comments
<a href="#"><u>IU Tuition Benefit</u></a>	Employee elected	IU pays a significant portion of IU tuition cost.	Date of hire*	Benefit is applied to offset instructional fees when timely application is made; otherwise the benefit is a reimbursement after fees are paid by the student.
<a href="#"><u>Indiana University High School (IUHS) Tuition Waiver</u></a>	Employee elected	IU provides a 25 percent waiver of course tuition for courses offered through IUHS.	Date of hire*	Enrollment must be completed <i>before</i> registration for IUHS classes in order to receive the waiver. The waiver cannot be applied to courses after registration has taken place.
<b>Insurance</b>				
Plan	Enrollment	Funding	Start Date	Comments
<a href="#"><u>Life Insurance – Basic</u></a>	Automatic	IU paid	Date of hire*	Employee must designate beneficiaries
<a href="#"><u>Life Insurance – Supplemental</u></a>	Employee elected	Employee paid with payroll deductions	Date of hire* if elected within 30 days of hire; otherwise on the first day of the month following enrollment.	Proof of good health is required if the employee enrolls after 30 days from date of hire
<a href="#"><u>Long Term Disability Insurance</u></a>	Employee elected	Employee paid with payroll deductions	Date of hire if elected within 30 days of hire;* otherwise on the first day of the month following enrollment.	Proof of good health is required if the employee enrolls after 30 days from date of hire
<a href="#"><u>Personal Accident Insurance</u></a>	Employee elected	Employee paid with pre-tax payroll contributions	Date of hire if elected within 30 days of hire*	After 30 days from hire, employee may enroll during Open Enrollment (November) for an effective date of the following January 1.

Health Care Coverage				
Plan	Enrollment	Funding	Start Date	Comments
<a href="#">Dental Coverage</a>	Employee Elected	IU contributes a significant amount to premium; employee contributes remainder through pre-tax payroll contributions.	Date of hire if elected within 30 days of hire*	After 30 days from hire, employee may enroll during Open Enrollment (November) for an effective date of the following January 1.
<a href="#">Medical Coverage</a>	Employee elected	IU contributes a significant amount to premium; employee contributes remainder through pre-tax payroll contributions.	Date of hire if elected within 30 days of hire*	After 30 days from hire, employee may enroll during Open Enrollment (November) for an effective date of the following January 1.
<a href="#">Quit for Life®</a> <a href="#">Weight Talk®</a>	Employee elected	IU paid	Start date of IU-sponsored medical coverage.	Employees and their covered spouses/domestic partners have access to these programs.
<a href="#">24-Hour Nurse Line</a>	Employee elected	IU paid	Start date of IU-sponsored medical coverage	For non-emergency health questions and concerns
Paid Time Off				
Plan	Enrollment	Funding	Start Date	Comments
<a href="#">Paid Time Off</a> (PTO), sick bank, holidays (9 per year) Academic - See academic policies	Automatic	IU paid	Date of hire	<a href="#">Sick Leave and other Absences**</a> <a href="#">Vacation for 12 Month Academic Appointees**</a> <a href="#">Paid Family Leave**</a> <a href="#">School of Medicine Paid Family and Medical Leave**</a>
Retirement				
Plan	Enrollment	Funding	Start Date	Comments
<a href="#">IU Retirement Plan</a> – Base Plan	Investment designations must be made to allocate contributions	IU paid	Date of hire; contributions are credited upon receipt of enrollment form for designating investment funds	Employee must designate account beneficiaries
<a href="#">IU 457 (b) Retirement Plan-Supplemental</a>	Employee elected	Employee funded through pre-tax payroll contributions	First paycheck after processing enrollment form	Employee must designate account beneficiaries.
<a href="#">IU Tax Deferred Account</a> – Supplemental	Automatic enrollment with opt-out rights	Employee funded through pre-tax payroll contributions	First paycheck after processing enrollment form	Employee must designate account beneficiaries

Tax Savings				
Plan	Enrollment	Funding	Start Date	Comments
<a href="#"><u>Tax Saver Benefit Plan (TSB)</u></a> Health care reimbursement and/or Dependent care reimbursement	Employee elected	Employee funded through pre-tax payroll contributions.	Date of hire if elected within 30 days of hire	After 30 days from hire, employee may enroll during Open Enrollment (November) for an effective date of the following January 1.
<a href="#"><u>Health Savings Account</u></a> Applies to IU HDHP PPO & Health Savings Account participants only	Employee elected	IU and employee funded through pre-tax payroll contributions.	Date of hire if elected within 30 days of hire	Enrollment in the HSA requires a minimum \$300 contribution in order to receive the IU contribution

\* In the event that an employee is placed on leave at the time of initial employment, the employee's coverage will become effective on the first day of active employment.

\*\* Scheduled absences are subject to supervisor approval

### **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. All Account Balances and future Contributions and earnings of Participants in the Plan prior to September 1, 2010 are fully vested. New Participants in the Plan 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. Employment with an affiliated entity does not count toward years of IU employment for Vesting. For Vesting purposes, a year of IU employment includes leaves of absence and constitutes a year of IU employment regardless of pay status, % of full-time equivalency (so long as the Employee meets the Plan eligibility requirements), or pay arrangement (such as 10-pay). If a Participant subject to Vesting terminates employment prior to becoming fully vested, all Contributions and earnings subject to Vesting are forfeited upon termination. If a Plan Participant terminates employment before Contributions and earnings are fully Vested, and returns to IU employment as a Plan Participant within six months of termination, the forfeited Account Balance on the date of termination will be reinstated as soon as administratively possible. The returning Employee remains subject to Vesting, with prior years of vesting service counting toward the three-year cliff Vesting requirement.

<http://www.indiana.edu/~uhrs/benefits/iuret.html>

### **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.

As a participant in your employer's Group Life insurance plan, you're automatically covered. Family members, including your spouse or domestic partner, and dependent children through age 26, regardless of student or marital status, are also covered.

### **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 Account \(TDA\)](#)  
[Tax Saver Benefit \(TSB\)](#)  
[IU 457\(b\) Retirement Plan](#)  
[Pre-Tax Commuting Expense Plan](#)

Additional information is available at

<http://www.indiana.edu/~uhrs/benefits/neweeo/prof-index.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/medical-2017.html%20>

The Anthem HDHP PPO & Health Savings Account is a comprehensive medical plan covering medical, prescription, behavioral health, and organ transplant services with no limitations for pre-existing conditions. The deductible is \$1,300 for employee-only coverage and \$2,600 when one or more family members are covered. (Prescriptions are included in the deductible.) Once the deductible is met, the plan pays 80% of in-network medical costs, including prescriptions and behavioral health services. After the out-of-pocket maximums, the plan pays 100 percent. Preventive services are covered at 100% when In-Network providers are used. Contraceptives requiring a prescription-generic brands and brands without a generic equivalent-are covered at 100%. All other preventive prescriptions are covered at 80%. <http://hr.iu.edu/benefits/2017/hdhp.html>

### **IU Health HDHP**

The IU Health HDHP plan includes comprehensive coverage for medical, prescription, behavioral health, and organ transplant services with no pre-existing condition limits or waiting periods. After enrolling, coverage is effective from the first day of eligibility. There is no lifetime maximum benefit on medical services.

The employee contribution to the medical plan, premiums are deducted from the employee's paycheck before taxes. The employee's contribution rate is based on the employee's annual base salary at the time payroll runs each month. For School of Medicine full-time faculty who receive a portion of their pay from an IU Health or VA paycheck, the annual base salary includes both the IU base salary and certain IU Health fixed and/or variable compensation, as determined by the School of Medicine.

The in-network deductible is \$2,500 for employee only coverage and \$5000 when one or more family members is covered (all other coverage levels).

The out-of-network deductible is \$3,000 for employee-only coverage and \$6,000 when one or more family member is covered.

The IU Health HDHP does not have co-insurance. Once the deductible has been met, the out-of-pocket maximum has also been met and no further deductible or co-insurance will be required for the member or family member for the remainder of the plan year. <http://hr.iu.edu/benefits/2017/iuh-hdhp.html>

### **Health Savings Account**

Enrolling in this plan authorizes Nyhart to open a health savings account in the employee's name. The University pays the monthly banking fees for the savings account. To participate in the HAS, you must elect to contribute a minimum of \$300 (\$25 monthly) up to the IRS limits. Payments are spread out over the year and can be increased by the employee at any time. The University makes its contribution to the HAS on the second paycheck in January. When enrolled in the Anthem PPO HDHP the University contribution will be \$1300 for employee-only coverage and \$2600 for all other coverage levels. When enrolled in the IU Health HDHP, the

University's contribution will be \$1,600 for employee-only coverage and \$3,200 for all other coverage levels. 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://hr.iu.edu/benefits/2017/hsa.html>

### **ANTHEM PPO \$500 Deductible Medical Care Plan**

This plan pays full benefits for services received from Anthem Blue Access Preferred Providers. A Primary Care Physician is not required. There is a deductible of \$500 (\$1500 family) max. After the deductible, member pays 20%. When deductible and copays equal \$2,400 (\$7,200 family), there is no copay. Covered charges for services provided by out-of-network providers subject to deductible of \$900 (\$2,700 family) max. Once the individual deductible has been met for the plan year for a participant, that particular participant moves into the co-insurance phase where the plan then shares in the cost of covered services. <http://www.indiana.edu/~uhrs/benefits/2017/ppo500.html>

### **Premiums for Health Care Plans**

Please refer to <http://hr.iu.edu/benefits/HealthEmpContrib2017.html> for detailed premium information. This year, premiums vary not only based on the selected plan, but also on the employee's annual base salary. Additionally, IU is making a reduction in premium of \$25 for a covered employee or spouse (\$50 for both) who certify that they do not use tobacco.

### **Vision Wear**

Those enrolled in an IU medical plan will receive the vision benefit with no separate enrollment.

Benefits include:

- A routine eye exam every 12 months, with a \$10 copay.
- Frames, lenses and contacts covered with specific allowances and copays for in-network providers.
- A large number of major and independent In-network eye care professionals.

For more information on the Vision Wear Benefit and a list of in-network providers please visit

<http://www.indiana.edu/~uhrs/benefits/vision.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**

The actual benefit amount applied will be based on the number of credit hours per semester. The tuition benefit value is a subsidy of 50% of the Indiana resident undergraduate rate, up to the completion of a bachelor's degree or up to a maximum of 140 credit hours of IU Tuition Benefit awards.

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/newweo/prof-index.html>