Medical Insurance
WSU offers comprehensive, employer/employee paid medical insurance. Employees have the option between ten plans, including three Preferred Provider Plans, four Managed Care Plans, and three Consumer Directed Health Plans (CDHP). These plans are currently offered through Group Health Medical, Kaiser Permanente, and Uniform Medical. Wellness Incentives are offered to eligible participants, at the value of $125 per year.

Dental Insurance
Employees may choose from three dental plans, including two Managed Care Plans and one Preferred Provider Plan. Current providers include Uniform Dental, Willamette Dental and DeltaCare. There is no monthly premium associated with this coverage.

Tax-Free Medical Savings Accounts
These programs can assist with out-of-pocket health care costs.
- Flexible Spending Arrangement (Employee Funded) - This voluntary account is available with the non-CDHP Medical Plans.
- Health Savings Account (Employer/Employee Funded) - This account is automatically activated when enrolled in a CDHP Medical Plan.

Life Insurance
WSU provides employees with a basic policy of $25,000 Term Life Insurance and $5,000 Accidental Death & Dismemberment (AD&D) at no cost. For a monthly premium, new employees can increase their Life Insurance policy up to $250,000 guaranteed ($100,000 for those 60 and over), and potentially up to $750,000 with medical review. Additional AD&D amounts are also available up to $250,000. Spouse/Registered Domestic Partner and dependent policies can also be purchased.

Long-Term Disability (LTD) Insurance
WSU provides a basic LTD policy at no cost to the employee. This policy will provide a maximum benefit of up to $240 per month after 90 calendar days of total disability. Employees may enhance this benefit by purchasing optional coverage, which insures 60% of their salary.

Retirement Plans – Classified Staff employees have the following retirement plan options:
- Public Employees Retirement System (PERS) Plan 2
  PERS Plan 2 is a defined benefit plan that is based on the length of time the employee has worked, their salary and their age at retirement. Both the employer and the employee will contribute to this plan.
- Public Employees Retirement System (PERS) Plan 3
  PERS Plan 3 offers a hybrid approach. The employer contributions fund the defined benefit portion which is based on the length of time the employee has worked, their salary and their age at retirement. The employee contributions fund the defined contribution portion in which the benefit is based on an accumulation of those contributions and investment performance.

Voluntary Investment Plans
All employees have the ability to make additional contributions to one or both of the two voluntary retirement programs up to the IRS maximum limits: The Voluntary Investment Program (VIP-TIAA-CREF) and/or the State of Washington Deferred Compensation Program.

SelectPlus
This program offers employees access to individual in-home caregivers including babysitters, full and part time nannies, pet sitters, tutors, and a nationwide network of individual senior care providers.

Additional Benefits
- Dependent Care Assistance Program (DCAP)
- Automobile and Homeowners Insurance

Revised December 2015
Payroll, Annual Leave and Sick Leave Basics

Payroll:
- Paid Twice a Month: Work done 1\textsuperscript{st} – 15\textsuperscript{th} - paid on the following 25\textsuperscript{th}
- Work done 16\textsuperscript{th} – 31\textsuperscript{st} - paid on the following 10\textsuperscript{th}

Paid Holidays:
- 10 paid holidays per year; 1 paid personal holiday per calendar year

Annual Leave:
- 8 hours per month*
- Maximum of 240 hours on anniversary date

Sick Leave:
- Full time employees earn 8 hours per month*
- Unlimited accruals
- *Part time employees earn prorated amount

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2016 Monthly Medical Premiums

<table>
<thead>
<tr>
<th>Plans</th>
<th>Employee Only Coverage</th>
<th>Employee and Spouse</th>
<th>Employee and Child(ren)</th>
<th>Full Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group Health Classic</td>
<td>$118</td>
<td>$246</td>
<td>$207</td>
<td>$335</td>
</tr>
<tr>
<td>Group Health CDHP with an HSA*</td>
<td>$22</td>
<td>$54</td>
<td>$39</td>
<td>$71</td>
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<tr>
<td>Group Health Sound Choice</td>
<td>$45</td>
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<td>$79</td>
<td>$134</td>
</tr>
<tr>
<td>Group Health Value</td>
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<td>$172</td>
<td>$142</td>
<td>$233</td>
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<tr>
<td>Kaiser Permanente Classic</td>
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<tr>
<td>Kaiser Permanente CDHP with an HSA*</td>
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<tr>
<td>Uniform Medical Plan Classic</td>
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<tr>
<td>Uniform Medical Plan CDHP with an HSA*</td>
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<tr>
<td>UMP Plus-Puget Sound High Value Network</td>
<td>$59</td>
<td>$128</td>
<td>$103</td>
<td>$172</td>
</tr>
<tr>
<td>UMP Plus-UW Medicine Accountable Care Network</td>
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<td>$128</td>
<td>$103</td>
<td>$172</td>
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</tbody>
</table>

*Health Savings Account

This document provides a summary of the benefits available through employment with WSU. For more detailed information, please visit our website at [www.hrs.wsu.edu/New+Employee+Information](http://www.hrs.wsu.edu/New+Employee+Information) or contact our office at 509.335.4521 or hrs@wsu.edu.