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, William 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 - Faculty and Administrative Professionals have the following retirement plan options:
  - Teachers Retirement System (TRS) Plan 3 and Public Employees Retirement System (PERS) Plan 3
    The TRS Plan 3 (for Faculty) and PERS Plan 3 (for Administrative Professional) are tax-deferred hybrid plans that offer a Defined Contribution component and a Defined Benefit component. WSU will make employer contributions to a Defined Benefit account; employees will make contributions to a Defined Contribution plan.
  - WSU Retirement Plan (WSURP) – Vendor, TIAA-CREF
    The WSURP (for Faculty and Administrative Professional) is a tax-deferred defined contribution plan. WSU provides 100% matching contributions. Both employee and employer contributions are immediately and fully vested.

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 1st – 15th - paid on the following 25th
  Work done 16th – 31st - paid on the following 10th

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

Annual Leave:
- Faculty in 12 month appointment
  14.67 hours per month*
  Maximum of 352 hours at any time
- Administrative Professional
  14.67 hours per month*
  Maximum of 352 hours at any time

- Faculty in 11 month or less appointment
  No annual leave accrued

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>
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<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>
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<tr>
<td>Group Health Value</td>
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<td>Kaiser Permanente Classic</td>
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<td>UMP Plus-Puget Sound High Value Network</td>
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<td>$172</td>
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<tr>
<td>UMP Plus-UW Medicine Accountable Care Network</td>
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<td>$103</td>
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</table>

*Health Savings Account

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

Revised December, 2015