

WASHINGTON STATE UNIVERSITY

Total Compensation Package

Benefit

WSU's Contribution

Health Benefits

Medical and Vision* \$827.89 per month
 Dental \$79.05 per month

Optional Benefit

Health Savings Account* \$58.34 Individual per month

Life Insurance

Basic Life Insurance \$3.96 per month

Disability Insurance

Basic Long Term Disability \$2.10 per month

Retirement

Washington State University Retirement Plan (WSURP)* Equal matching employer contributions for eligible Faculty and Administrative Professionals (*5%, 7.5% or 10% of GMI based on age)

Department of Retirement Systems (DRS)*
 PERS 12.70% of employees GMI
 LEOFF 8.93% of employees GMI
 TRS 15.20% of employees GMI

Annual Leave

Civil Service and Bargaining Unit 9.33 – 16.67 hrs per month; max of 240 hrs
 Administrative Professional 16.67 hrs per month; max of 352 hrs
 Faculty on annual appointment 16.67 hrs per month; max of 352 hrs

Sick Leave

Full Time Employee 8 hrs per month; no maximum
 Part Time Employee Prorated amount per month; no maximum

Holiday Pay

10 holidays and 1 personal holiday per year

Bereavement Leave

Civil Service are eligible for 3 days of leave per request

Military Leave

21 days per year (October – September)

Social Security

6.2% of GMI

Medicare

1.45% GMI

Workers' Compensation

\$.205 per hour worked; max of 160 hrs per month

Additional Discounts and Assistance

Relocation Expenses	Auto and Home coverage	Student Recreation Center
Tuition Fee Waiver	Long Term Care coverage	Employee Assistance Program
Professional Development	SelectPlus	Pullman Transit
Cougar Card discounts on food, athletics, and the Bookie		

*contributions are made pre-taxed and lower taxable income

Example Employee

Civil Service Employee – earning \$36,000 a year

Benefit	Employee's Contribution per Month	WSU's Contribution per Month	
Health Benefits			
Medical and Vision*	Family UMP CDHP \$79.00	\$827.89	
Dental	Full Family \$0.00	\$79.05	
Health Savings Account*	Full Family \$0.00	\$116.67	
Life Insurance			
Basic Life Insurance	\$0.00	\$3.96	
Disability Insurance			
Basic Long Term Disability	\$0.00	\$2.10	
Retirement			
Washington State University Retirement Plan (WSURP)*	na	Na	
Department of Retirement Systems (DRS)*			
PERS	Chose PERS 2 - \$221.40	\$381.00	
LEOFF	na	Na	
TRS	na	na	
Annual Leave			
Civil Service and Bargaining Unit	\$0.00	included in salary	
Administrative Professional	na	na	
Faculty on annual appointment	na	na	
Sick Leave			
Full Time Employee	\$0.00	included in salary	
Part Time Employee	na	na	
Holiday Pay	\$0.00	included in salary	
Bereavement Leave	\$0.00	included in salary	
Military Leave	\$0.00	included in salary	
Social Security	\$186.00	\$186.00	
Medicare	\$43.50	\$43.50	
Workers' Compensation	\$12.80	\$33.60	
Relocation Expenses	\$0.00	\$0.00	
Professional Development			
Training and Development	\$0.00	\$0.00	
Certifications	\$0.00	\$0.00	
Access to campus libraries	\$0.00	\$0.00	
Tuition Fee Waiver	\$5.00	tuition expenses	
Pullman Transit	\$0.00	\$141.00	
Employee Assistance Program	\$0.00	\$0.00	
	\$512.90	\$1,579.50	per month
	\$6,154.80	\$20,353.92	per year equivalent

*contributions are made pre-taxed and lower taxable income

Benefit Percentage 30%

About This Statement

Health Benefits

Medical - WSU offers its employees comprehensive, employer/employee paid medical insurance. Employees have the option between seven separate plans. Premiums vary depending on plan choice and dependents enrolled.

Dental - Dental coverage is available for employees and their dependents. There is no monthly premium associated with this coverage.

Health Savings Account – Employees may enroll in a Consumer Directed Health Plan. If an employee does so, a Health Savings Account (HSA) will automatically be created in their name and WSU will contribute \$58.34 for an individual and \$116.67 for a covered family, per month into the HSA out of the medical contribution.

Life Insurance

WSU provides employees with a basic policy of \$35,000 Term Life Insurance and \$5,000 Accidental Death & Dismemberment (AD&D) at no cost. For a monthly premium, employees can potentially increase their Life Insurance policy and AD&D policy. Spouse/Registered Domestic Partner and dependent policies can also be purchased

Long Term Disability (LTD)

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

Washington State University Retirement Plan (WSURP)

Eligible Employees: Faculty and Administrative Professionals Contribution rate: 5%, 7.5% or 10%, dependent upon age of participant

Public Employee Retirement System (PERS)

PERS Plan 1: Eligible Employees: Civil Service

PERS Plan 2: Eligible Employees: Civil Service and Admin. Prof.

PERS Plan 3: Eligible Employees: Civil Service and Admin. Prof.

Contribution rate: Employee 6% GMI; WSU 12.70% GMI

Contribution rate: Employee 7.38%* GMI; WSU 12.70%* GMI

Contribution rate: Employee 5% to 15% GMI; WSU 12.70%* GMI

Law Enforcement Officers' and Fire Fighters Retirement System (LEOFF)

LEOFF Plan 2: Eligible Employees: Law Enforcement and Fire Fighters

Contribution rate: Employee 8.75%* GMI; WSU 8.93%* GMI

Teachers Retirement Systems (TRS)

TRS Plan 3: Eligible Employees: Faculty

Contribution rate: Employee 5% to 15% GMI; WSU 15.20% GMI

Please see <http://hrs.wsu.edu/Benefits> for more information on medical, dental, life, LTD and retirement benefits.

Annual Leave

Accruals have a cash value at separation

Calculated by: $=(\text{GMI} \times .0063)$ eligible hours per month

Sick leave

Accruals have a 25% cash value for those eligible employees who retire from WSU

Payout is calculated by: $=(\text{GMI} \times .005747)$ eligible hours per month) 25% of sick leave accruals

Please visit <http://hrs.wsu.edu/leave> for more information on employee leave policies.

Social Security

Every year you and WSU contribute to the Social Security program. This program is designed to provide monthly income when you retire.

The \$127,000 OASI maximum is for 2017.

Contribution Rate: Employee 6.2% GMI; WSU 6.2% GMI

Medicare

Every year you and WSU contribute to the Medicare program. This program is designed to provide medical benefits when you retire.

Contribution Rate: Employee 1.45% GMI; WSU 1.45% GMI

Workers' Compensation

Every year you and WSU contribute to the workers' compensation program. This program is a state-mandated insurance program that provides compensation to employees who suffer job-related injuries and/or illnesses.

Contribution Rate: Employee pays \$.08* for each hour worked; WSU pays \$.21* for each hour worked. Each max at 160 hrs per month

Relocation Expenses

University administrators have several options for paying relocation and moving expenses for eligible new or transferring employees.

See BPPM 70.60 for more information

Professional Development

University supervisors may release employees from normal work duties to attend training programs which promote professional development or improve jobs skills. An employee may take any amount of supervisor directed training, and an eligible full-time employee may use up to 96 hours of release time per fiscal year. An eligible part-time employee may use hours of release time prorated according to his or her FTE percentage.

Please visit <http://hrs.wsu.edu/training/> for more information

Tuition Waiver

An eligible individual who enrolls in WSU academic courses during fall or spring semesters may request a waiver of tuition.

See BPPM 60.70 for more information

Employee Assistance Program

Please visit <http://www.eap.wsu.edu/> for more information

Additional Discounts and Assistance

Please visit the following sites for more information

Auto and Home Coverage <http://hrs.wsu.edu/Auto-and-Homeowners-Insurance>

Sittercity <http://hrs.wsu.edu/Bright-Horizons-Sitter-City>

Student Recreation Center <http://www.urec.wsu.edu/>

Cougar Card Discounts <http://cougarcard.wsu.edu/about/>

For budget purposes, WSU uses the following percentages in calculating employees total compensation package (source: budget.wsu.edu/budget-policies/index.html):

Fiscal Year 2017

Civil Service: 46.2% Bargaining Unit: 47.3% Exempt (Administrative Professional): 33.3% Faculty: 28.4%

*Subject to change

The information reflected in this statement is based on information provided by Washington State University as of April 1, 2016. Benefit values and estimates were calculated using a number of assumptions. While every effort has been made to report information accurately, all benefits and incentive programs are governed by the official benefit plan documents and the availability of correct data. This statement does not constitute such a plan document.

Nothing contained in this statement creates any contractual obligation.