

2020-2021 Benefits Overview

HEALTH PLAN – United Health Care

Jefferson Health Plan Consortium ~ UMR

Employee Contributions Per Month:

| | | |
|----------|-----------------------------|-----------|
| HDHP/HSA | Employee Only | \$96.74 |
| | Employee + Spouse..... | \$193.49* |
| | Employee + Child(ren) | \$174.15 |
| | Family..... | \$263.85* |

| | | |
|-----|-----------------------------|-----------|
| PPO | Employee Only | \$338.59 |
| | Employee + Spouse..... | \$677.18* |
| | Employee + Child(ren) | \$609.47 |
| | Family..... | \$923.48 |

*Spousal surcharge applies if applicable.

Employee contribution increases if working less than 40 hrs/week.

VISION PLAN – EyeMed

Employee Contributions Per Month:

| | |
|-----------------------------|--------|
| Employee Only | \$0.78 |
| Employee + Spouse..... | \$1.48 |
| Employee + Child(ren) | \$1.56 |
| Family..... | \$2.29 |

DENTAL PLAN – Dental Care Plus

Employee Contributions Per Month:

| | |
|-----------------------------|---------|
| Employee Only | \$4.17 |
| Employee + Spouse..... | \$12.51 |
| Employee + Child(ren) | \$15.64 |
| Family..... | \$35.47 |

FLEXIBLE SPENDING ACCOUNT (FSA)

Flexible Spending Accounts are administered through Navia Benefits Solutions. The full amount of annual Healthcare FSA's are available at the beginning of the plan year or qualifying event. Contributions are tax deferred.

HEALTH SAVINGS ACCOUNT (HSA)

If enrolled in Rhodes State College health insurance, members are eligible to contribute on a tax deferred basis to a Health Savings Account with Avidia Health. IRS guidelines rules and regulations apply.

BASIC LIFE and BASIC ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Monthly premiums are paid by Rhodes State College. Benefit equals three times base annual earnings.

SUPPLEMENTAL TERM LIFE and ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Additional term life and AD&D insurance may be purchased through CIGNA. Available to employees, spouses and eligible dependents. Employee must enroll for their dependents to be eligible.

LONG TERM DISABILITY INSURANCE

Monthly premiums are paid by Rhodes State College through CIGNA. Benefits begin 90 days after the onset of the disability.

SHORT TERM DISABILITY INSURANCE

Short term disability insurance may be purchased through CIGNA. This plan pays a benefit up to 60% of your weekly earnings to a maximum of \$500 per week for 13 weeks.

RETIREMENT

All employees of the College are required to participate in one of the retirement systems administered by the State of Ohio. Contributions are made on a tax-deferred basis. Required contributions per pay:

| | | |
|-------|---|-----|
| OPERS | Ohio Public Employees Retirement System | |
| | Employee Contributions | 10% |
| | Rhodes State College Contribution | 14% |

| | | |
|------|-----------------------------------|-----|
| STRS | State Teachers Retirement System | |
| | Employee Contributions | 14% |
| | Rhodes State College Contribution | 14% |

ALTERNATIVE RETIREMENT PLAN (ARP)

ARP's are offered to eligible, new, full-time employees at the time of hire. Required contributions per pay:

| | | |
|-------|------------------------------------|--------|
| OPERS | Employee Contributions | 10% |
| | Rhodes State College Contributions | 11.56% |
| STRS | Employee Contributions | 14% |
| | Rhodes State College Contributions | 9.53% |

2020-2021 Benefits Overview

HOLIDAYS

14 paid holidays each calendar year as designated on the official school calendar:

Martin Luther King Day
 President's Day (observed during holiday break)
 Memorial Day
 Independence Day
 Labor Day
 Columbus Day (observed day after Thanksgiving Day)
 Veteran's Day
 Thanksgiving Day
 *Holiday Break: December 24th – January 3rd
 (includes Christmas Day & New Year's Day)

VACATION

Vacation accrual begins on date of hire (prorated if applicable).

| | | |
|-----------------------|---------------------------------|---------------------|
| Support Staff: | 0-7 years | 80 hours (10 days) |
| Non-Exempt | 8-14 years | 120 hours (15 days) |
| | 15-24 years | 144 hours (18 days) |
| | 25 years | 176 hours (22 days) |
| Professional | 0-10 years | 120 hours (15 days) |
| Support Staff: | 11-20 years | 144 hours (18 days) |
| | 21 years | 176 hours (22 days) |
| Administrative Staff: | 0-20 years | 144 hours (18 days) |
| | 21 years | 176 hours (22 days) |
| Executive Staff: | 0-20 years | 176 hours (22 days) |
| | 21 years | 200 hours (25 days) |
| Faculty (12-months): | | 144 hours (18 days) |
| Faculty (9-months): | Do not earn or accrue vacation. | |

SICK LEAVE

Full-time employees accrue sick time at 10 hours (1.25 days) per month. Less than 12 month, full-time, benefits eligible employees earn sick time on a prorated basis.

EMPLOYEE WELLNESS PROGRAM

RSC is committed to providing opportunities for wellness and healthier living for all employees. Employees can participate in an online program and after obtaining a designated amount of points each quarter, employees that selected a RSC medical plan are eligible for a \$100 employer funded HRA / HSA contribution. New hires qualify for the Wellness Incentive Program after their first full quarter of participation.

TUITION WAIVER

Faculty and staff are supported 100% for approved credit courses taken at Rhodes State College after one year of service.

Qualifying spouses and dependent children of eligible faculty and staff members may receive a remission for tuition charged for enrollment in credit courses at Rhodes State College.

TUITION REIMBURSEMENT

Faculty and eligible staff are supported at 75% (with annual maximum of \$2,000) for approved courses taken at other institutions. Employees on grant funded contracts must have prior approval of eligibility.

RHODES STATE COLLEGE HUMAN RESOURCES

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