

# Goucher College

## Non-Exempt

### Group Health Insurance

Employees are eligible on the first of the month following 60 days of employment at the College. Choice of 4 plans:

#### Kaiser Permanente Select HMO

- \$15 co-pay for primary care visit, \$25 co-pay for specialist visit
- \$15/\$25/\$40 Rx co-pay
- \$100 hospital admittance co-pay
- Preventive care covered 100%
- College pays 81.5% of cost of premium, employees pay 18.5% balance

#### Kaiser Permanente POS

- In Network - \$15 co-pay for primary care, \$25 co-pay for specialist visits
- Out of Network - \$300/\$600 deductible, 20% coinsurance for most services.
- \$15/\$25/\$40 Rx co-pay
- \$100 hospital admittance co-pay
- In Network Preventive care covered 100%
- College pays 70% of cost of premium, employee pays 30% balance

#### CIGNA HMO

- \$15 co-pay for primary care, \$25 specialist co-pay
- \$15/\$25/\$45 Rx co-pay
- \$300 hospital co-pay

#### CIGNA Open Access Plus

- In Network - \$15 co-pay for primary care, \$25 co-pay for specialist visits
- In Network- no referrals needed
- Out of Network - \$300/\$600 deductible, 20% coinsurance for most services.
- \$15/\$25/\$45 Rx co-pay

*Employees' spouses, domestic partners, and dependent children are eligible for coverage on the same basis. Please see the reverse side for Supplemental Benefits.*

### Long Term Disability Insurance

- Paid in full by the College
  - After 6 months of total disability, pays for continuation of salary until age 65 or the termination of the disability
  - Benefit amounts to 60% of annual salary at time of disability
  - The maximum amount of benefit is \$10,000 per month
- This insurance is not in effect the first year of employment, except for employees who, within three months prior to their employment, were insured through their previous employer under a group policy providing total disability and insurance benefits.

### Retirement Benefits

Full-time employees are eligible to participate in the TIAA-CREF plan of the College beginning with their first year of appointment, if they were employed full-time by a higher education institution for the 12-month period immediately preceding their appointment at Goucher. Employees that do not meet the above criteria are eligible for the college's contribution beginning with their second year of appointment.

Employees who elect to participate are required to contribute 2%, 3%, or 4% of their base salary. The College matches the employee's contribution up to a maximum of 2%. Employees are fully vested in the College's contributions after three years of full-time service.

### Paid Vacation, Health, and Holiday Leave

- 13 days of paid vacation accrued during each fiscal year for the first 5 years; increases in subsequent years
- 6 days of paid sick time accrued during first fiscal year, increases in subsequent years
- 11 paid holidays

### Tuition Remission/Undergraduate Programs

- Full-time employees and their spouses are eligible to take up to 2 courses per semester, tuition free, after 12 months of service with the College.
- Dependent children of full-time employees with 12 months of service are eligible to take courses at the College free, on a full- or part-time basis, once entrance requirements of the College are met.
- A tuition exchange program is also available to dependent children of full-time employees who have a minimum of 5 years of continuous full-time service with the College.
- Full-time employees are eligible to take up to 6 credits per semester in the M.Ed. and MAT graduate programs
- Full-time employees with a minimum of two years service may be eligible for graduate tuition remission for courses taken outside of Goucher College

### Life Insurance

Employees are eligible on the first of the month following 60 days of employment.

- Paid in full by the College
- Benefit amount of one times annual salary

### Employee Assistance Program (EAP)

The EAP is a program designed to help you and your family members deal with personal problems such as stress, marital difficulties, drug and alcohol abuse, child discipline, legal issues, etc. Plan benefits include complete confidentiality and 6 free visits per event, per family member.