

# BENEFITS OVERVIEW FOR ROGER WILLIAMS UNIVERSITY & SCHOOL OF LAW NON-ALIGNED STAFF FOR FULL-TIME, REGULAR EMPLOYEES \*

*Benefits are effective the 1<sup>st</sup> of the month following an employee's date of hire or qualifying event.  
Part-Time, Regular Employees are offered some of these benefits. \**

## **Blue Cross Blue Shield of RI**

RWU offers four medical plan options.

Details about each plan are located on the HR Website along with a side-by-side comparison of each plan.

### **PLAN A: BlueCHIP Flex**

Employee % Contribution	Individual Bi-Weekly Cost	Family Bi-Weekly Cost
21%	\$67.04	\$179.75

In-Network Deductible

\$6,000 Individual: Employee pays first \$500 per year; University pays remainder\*

\$12,000 Family: Employee pays first \$1,000 per year; University pays remainder\*

\* Paid through a Health Reimbursement Account (HRA). See the HR Website for HRA Plan Summary for details.

Out-of-Network Deductible and Coverage

See the BlueCHIP Benefit Summary and the HRA Plan Summary for details.

### **PLAN B: HealthMate Coast-to-Coast**

Employee % Contribution	Individual Bi-Weekly Cost	Family Bi-Weekly Cost
21%	\$69.05	\$184.92

In-Network Deductible

\$6,000 Individual: Employee pays first \$500 per year; University pays remainder\*

\$12,000 Family: Employee pays first \$1,000 per year; University pays remainder\*

\* Paid through a Health Reimbursement Account (HRA). See the HR Website for HRA Plan Summary for details.

Out-of-Network Deductible and Coverage

See the HealthMate Benefit Summary and the HRA Plan Summary for details.

### **PLAN C: Blue Choice**

Employee % Contribution	Individual Bi-Weekly Cost	Family Bi-Weekly Cost
21%	\$62.99	\$168.71

In-Network Deductible

\$6,000 Individual: Employee pays first \$500 per year; University pays remainder\*

\$12,000 Family: Employee pays first \$1,000 per year; University pays remainder\*

\* Paid through a Health Reimbursement Account (HRA). See the HR Website for HRA Plan Summary for details.

Out-of-Network Deductible and Coverage

See the Blue Choice Benefit Summary and the HRA Plan Summary for details.

### **PLAN D: Blue Choice VALUE**

Employee % Contribution	Individual Bi-Weekly Cost	Employee % Contribution	Family Bi-Weekly Cost
15%	\$42.87	17%	\$130.03

In-Network Deductible

\$7,000 Individual: Employee pays first \$1,500 per year; University pays remainder\*

\$14,000 Family: Employee pays first \$3,000 per year; University pays remainder\*

\* Paid through a Health Reimbursement Account (HRA). See the HR Website for HRA Plan Summary for details.

Out-of-Network Deductible and Coverage

See the Blue Choice VALUE Benefit Summary and the HRA Plan Summary for details.

## **Delta Dental of RI**

There is one dental plan regardless of which medical plan employee elects. However, employee pays the same percentage of the dental premium as of the medical premium for the plan in which employee enrolls.

### **Enrolled in BlueCHIP Flex, HealthMate or Blue Choice**

Employee % Contribution	Individual Bi-Weekly Cost	Family Bi-Weekly Cost
21%	\$2.84	\$9.16

### **Enrolled in Blue Choice VALUE**

Employee % Contribution	Individual Bi-Weekly Cost	Employee % Contribution	Family Bi-Weekly Cost
15%	\$2.03	17%	\$7.42

See the Delta Dental Plan Highlights located on the HR Website.

#### **Buyback:**

- ❖ \$1,100 annual buyback available, if individual health and dental insurance is waived (paid bi-weekly).
- ❖ \$3,000 annual buyback available, if family health and dental insurance is waived (paid bi-weekly).

#### **Additional Benefits:**

- ❖ 100% Employer paid Term Life Insurance (\$60,000 death benefit and \$60,000 AD&D benefit)
- ❖ 100% Employer paid Short- and Long-Term Disability Insurance
  - Short-Term Disability will supplement Rhode Island Temporary Disability Insurance for 26 weeks
  - Long-Term Disability will pay up to 60% of your base pay if disabled for more than 26 weeks
- ❖ 403(b) with TIAA or Corebridge Retirement
  - Contribute 5% of salary and RWU will contribute 8%
  - No waiting period to begin employee contributions and receive RWU match, immediate vesting
- ❖ 15 paid sick days accrued per year. Sick days are earned with each paycheck.
- ❖ 15 paid holidays per year
- ❖ 5 paid bereavement days, depending on relationship of deceased
- ❖ 13 vacation days per year are accrued from date of hire. Vacation is earned with each paycheck.

*For the first 4 years of service, an employee accrues 13 days. Accrued vacation days increase, depending upon years of service, as noted below.*

Years of Continuous Service	Vacation Days Per Year	Earnings Balance Limit**
0-4	13*	19.5
5-14	20*	30
15+	25*	37.5

\* Vacation Days per Year increase at the beginning of the employee's 5<sup>th</sup> and 15<sup>th</sup> anniversary dates.

\*\* This is the maximum vacation an employee may earn before the accrual stops. The accrual will restart once the Earnings Balance is below the limit amount. An employee may check their vacation balance in ADP at any time.

- ❖ Tuition Benefits after 6 months of continuous employment
- ❖ Flexible Spending Plan for Unreimbursed Medical/Dental, Dependent Care and Transportation Expenses
- ❖ Worker's Compensation Coverage
- ❖ Free Parking

#### **Wellness Incentive:**

Receive a cash credit for participating in certain wellness activities, if enrolled in an RWU medical plan.

- 4% of the annual insurance premium for individual coverage
- 3% of the annual insurance premium for family coverage

*See the Benefit Plan Documents and Benefit Policies located on the HR Website for detailed information regarding eligibility, coverage, restrictions and other requirements.*

**UPDATED JULY 1, 2024**