



Benefits Overview for School of Law Administrative Staff

- Blue Cross Blue Shield of RI-HealthMate Coast to Coast
 - Individual Bi-weekly Cost is 1.25% of base salary¹
 - Family Bi-weekly Cost is 2.5% of base salary²
 - \$15 Office Visit Co-pay, \$20 Office Visit Co-pay for Specialists
 - \$100 ER Co-pay
 - \$20 Walk-in Co-pay
 - \$7 Generic/\$25 Preferred Brand Name/\$40 Non Preferred Brand Name
 - In network deductible: \$250 individual, \$500 family: paid in full by HRA plan³
 - See Summary of Benefits for Out of Network Coverage
- 100% Employer Paid Dental Insurance Delta Dental of RI
 - No cost to employees for individual or family dental coverage
 - RWU Cost for Family Coverage per Month \$101.01
 - RWU Cost for Individual Coverage per Month \$31.28
 - \$1,200 per person annual maximum
 - Preventative and minor restorative services covered at 100%
 - Periodontal and major restorative services covered at 50%
 - Orthodontics for dependent children covered at 50% up to \$1,200 lifetime maximum
 - No deductible
- Buyback available if medical and dental insurance is waived
 - Family Medical and Dental Buyback \$3,000 per year (\$250 monthly)
 - Individual Medical and Dental Buyback \$1,100 per year (\$91.66 monthly)
- 100% Employer paid Term Life Insurance (\$100,000 death benefit)
- 100% Employer paid Short and Long Term Disability Insurance
 - Short Term Disability will supplement Rhode Island Temporary Disability Insurance for 24 weeks
 - Long Term Disability will pay up to 60% of your base pay if disabled for more than 26 weeks
- 403(b) with TIAA-CREF or VALIC Retirement
 - Contribute 5% of salary and RWU will contribute 8% (threshold level is \$85,000 and above) or 10% of salary depending on salary level
 - No waiting period to begin contributions and receive match
 - Immediate vesting
- Accrue up to 20 paid vacations days per year (amount varies per years of service: see Vacation Policy for full information)
- Accrue up to 15 paid sick days per year
- 15 paid holidays per year
- 5 paid bereavement days depending on relationship of deceased
- Tuition Remission for employee, spouse, or dependent child for appropriately authorized educational programs at RWU⁴
- Tuition Reimbursement for employee for classes taken at another institution⁴
- Tuition Exchange and Council for Independent Colleges participation for spouse and dependent child(ren)⁴
- Flexible Spending Plan for Unreimbursed Health, Dependent Care and Transportation Expenses
- Worker's Compensation
- Free Parking

*These benefits are subject to change and should not be construed as an employment agreement.
See specific policies for full information regarding eligibility, coverage, restrictions and other requirements.*

¹ Subject to a current cap of \$1,500 or 25% of current annual premium, whichever is less.

² Subject to a current cap of \$3,000.

³ Applies to certain procedures only; refer to HRA plan information.

⁴ Eligible after 6 months of continuous full-time employment.