

Benefits Overview for Facilities Management

Blue Cross and Blue Shield of RI

PLAN A: BlueCHIP

Employee % Contribution	Individual Bi-Weekly Cost	Family Bi-Weekly Cost
18%	\$39.14	\$104.21

\$0 Preventive Care Visit
 \$0 Office Visit at PCMH ^[1]/\$30 Primary Care Office Visit Co-pay, \$50 Specialist Visit
 \$200 ER Co-pay
 \$50 Walk-in Co-pay
 \$7 Generic/\$25 Preferred Brand Name/\$40 Non-Preferred Brand Name/\$65 Specialty Drugs

In-Network Deductible: ^[2]

\$ 6,000 Individual—Employee pays first \$250 per year; University pays remainder
 \$12,000 Family - Employee pays first \$500 per year; University pays remainder

Out of Network Deductible and Coverage ^[2]: See Summary of Benefits in the BlueCHIP Plan for details. This information is located on the RWU HR Website.

PLAN B: HealthMate Coast to Coast

Employee % Contribution	Individual Bi-Weekly Cost	Family Bi-Weekly Cost
20%	\$47.02	\$125.22

\$25 Office Visit Co-pay, \$40 Office Visit Co-pay for Specialist
 \$150 ER Co-pay
 \$50 Walk-in Co-pay
 \$7 Generic/\$25 Preferred Brand Name/\$40 Non-Preferred Brand Name/\$65 Specialty Drugs

In-Network Deductible: ^[2]

\$ 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

Out of Network Deductible and Coverage ^[2]: See Summary of Benefits in the HealthMate Plan and for details. This information is located on the RWU HR Website.

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

^[1] PCMH is a Blue Cross authorized Patient Centered Medical Home

^[2] Review HRA plan for further information

Delta Dental of RI

PLAN A:

Employee % Contribution	Individual Bi-Weekly Cost	Family Bi-Weekly Cost
18%	\$2.24	\$7.25

PLAN B:

Employee % Contribution	Individual Bi-Weekly Cost	Family Bi-Weekly Cost
20%	\$2.49	\$8.06

\$1,200 per person annual maximum
100% Preventative and minor restorative services
50% Periodontal and major restorative services
50% Orthodontics for dependent children up to \$1,100 lifetime maximum
50% Single Tooth Implants and Tissue Regeneration
No deductible

Buyback:

Lesser of annual individual cost or \$3,500 for waiver of individual or family medical and dental

100% Employer paid Term Life Insurance (\$50,000 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 week

403(b) with TIAA-CREF or VALIC

Contribute 5% of salary and RWU will contribute 8% of salary.

2 year waiting period to begin contributions and receive match

Immediate vesting

Accrue up to 8 paid vacations days in 1st year. Thereafter, accrued vacation days increase and vary depending upon years of service (see collective bargaining agreement for details).

Accrue up to 15 paid sick days per year

1 extra day of vacation added per year depending on sick usage

15 paid holidays per year

3 or 5 paid bereavement days depending on relationship of deceased

Tuition Benefits after 6 months of continuous employment

Flexible Spending Plan for Unreimbursed Healthcare, Day Care and Transportation Expenses

Worker's Compensation

Free Parking

See Collective Bargaining Agreement, specific plans and policies for detailed information regarding eligibility, coverage, restrictions and other requirements.