

## Benefits Overview for School of Law Faculty

### Blue Cross Blue Shield of RI-HealthMate Coast to Coast

Base Earnings	Employee % Contribution	Individual Bi-Weekly Cost	Family Bi-Weekly Cost
\$49,999 or less	14%	\$30.39	\$80.85
\$50,000 to \$64,999	16%	\$34.73	\$92.39
\$65,000 to \$74,999	18%	\$39.07	\$103.94
\$75,000 and over	20%	\$43.41	\$115.49

\$25 Office Visit Co-Pay; including Specialists

\$100 ER Co-pay

\$25 Walk-in Co-pay

\$15 Generic/\$25 Preferred Brand Name/\$40 Non Preferred Brand Name

In-Network Deductible: <sup>[1]</sup>

\$5,000 Individual—Employee pays first \$250 per calendar year; University pays remainder

\$10,000 Family - Employee pays first \$500 per calendar year; University pays remainder

Out of Network Deductible and Coverage <sup>[1]</sup>: See Summary of Benefits in B/C Package

### Delta Dental of RI

Base Earnings	Employee % Contribution	Individual Bi-Weekly Cost	Family Bi-Weekly Cost
\$49,999 or less	14%	\$1.81	\$5.85
\$50,000 to \$64,999	16%	\$2.07	\$6.69
\$65,000 to \$74,999	18%	\$2.33	\$7.53
\$75,000 and over	20%	\$2.59	\$8.36

\$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 \$1,200 lifetime maximum

50% Single Tooth Implants and Tissue Regeneration

No deductible

Buyback available if health 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% of salary

No waiting period to begin contributions and receive match

Immediate vesting

20 vacation days accrued per year for the first 10 years of service. Thereafter, accrued vacation days increase and vary depending on years of service (see Vacation Policy for full information).

15 paid sick days accrued per year

14 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 RWU <sup>[2]</sup>

Tuition Reimbursement for employee for classes taken at another institution <sup>[2]</sup>

Tuition Exchange and Council for Independent Colleges participation for spouse and dependent child(ren) <sup>[2]</sup>

Flexible Spending Plan for Unreimbursed Health, Dependent Care and Transportation Expenses

Worker's Compensation

Free Parking

*[1] Review Health Reimbursement Arrangement plan for further information.*

*[2] Eligible after six months of continuous full time employment*

*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.*