KCTCS Versus University of Kentucky Benefits

BENEFIT PROGRAM COMPARISONS

January 1, 2010

KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
BENEFIT DESCRIPTION	**TAX: PRE OR POST**	**H.R. POLICY NUMBER**		**BENEFIT DESCRIPTION**	**TAX: PRE OR POST**	**H.R. POLICY NUMBER**
TERM LIFE INSURANCE Basic $20,000. Premiums paid by KCTCS Optional Coverage available at employee expense - 1,2,3,4 and 5 times salary Spouse & Dependent and Dependent and Child Coverage Available *$5,000 and $10,000 max*	N/A Post-tax	**3.6.2**		**TERM LIFE INSURANCE** Basic -1 times salary. Premiums paid by KCTCS. Optional coverage available at employee expense - 1, 2, 3, 4 and 5 times salary Spouse & Dependent and Dependent & Child coverage *available $5,000 and $10,000 Max*	N/A Post-tax	**91.0** **KCTCS: 3.5.2.1**
GROUP ACCIDENT INSURANCE (AD&D) $20,000 Benefit - Premiums paid by KCTCS May also purchase additional AD&D coverage along with optional life selection.	N/A	**3.6.3**		**GROUP ACCIDENT INSURANCE (AD&D)** Group accident insurance available for purchase by employees	Post-Tax	**92.0** **KCTCS: 3.5.2.2**
HEALTH INSURANCE KCTCS contributes towards the purchase of plans. KCTCS participates in the Kentucky Employees Health Plan (KEHP) Two PPO Plans , one hybrid plan and one consumer driven health plan with an integrated Health Reimbursement Account are offered. The contribution rate is dependent upon level of coverage **KCTCS applies a 25% discount to the state KEHP non-smoker employee contribution rate**	Pre-tax	**3.6.4** **3.6.5** **3.6.5.1**		**HEALTH INSURANCE** KCTCS contributes the UK established employer credit towards the purchase of plans. Selections available from HMO, PPO and EPO plans (Rates and Plan selections are subject to change each July 1st at open enrollment) Dependent coverage until age 25. Sponsored dependents who meet criteria may be covered under the plan	Pre-tax	**93.0 and 94.0** **KCTCS: 3.5.2.5** **3.5.2.6**

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KCTCS BENEFIT PROGRAM:

KCTCS Personnel System:
Employee Monthly Contribution Rate Schedule: 2010

Plan	Single	Parent Plus	Couple	Family	Family Cross-Reference
Commonwealth Standard	$ 0.00	$ 6.20	$211.64	$216.34	$0.00
Commonwealth Capitol Choice	$3.76	$108.02	$333.10	$394.38	$9.66*
Commonwealth Optimum	$20.76	$132.40	$352.14	$420.88	$21.26*
Commonwealth Maximum Choice	$0.00	$81.66	$251.00	$298.74	$7.26*

*Contribution is per employee

Dependent Coverage available to age 25

Rates and Plan selections are subject to change each **January 1st** at open enrollment.

UK SPONSORED PROGRAM

UK Rates and Plans for 2009/2010

Plan	Coverage Level	UK Credit (Monthly)	Employee Cost (Monthly)
UK HMO (Lex & Reg)	Single	$402	$ 26
	Parent Plus	$512	$130
	EE & Spouse	$603	$253
	Family	$697	$373
UK PPO	Single	$402	$ 26
	Parent Plus	$512	$130
	EE & Spouse	$603	$253
	Family	$697	$373
UK EPO	Single	$402	$144
	Parent Plus	$512	$307
	EE & Spouse	$603	$488
	Family	$697	$667

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KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
DENTAL INSURANCE Optional coverage available at employee expense from a variety of carriers and plans.	Pre-tax	**3.6.4**		**DENTAL INSURANCE** A variety of group Dental insurance plans are available for purchase by employees.	Pre-tax	**90.0** **KCTCS 3.5.2.5**
FLEXIBLE SPENDING ACCOUNTS (FSA) Tax shelters health care expenses and dependent care expenses not covered by insurance. Available through **KCTCS Flexible Spending Account**. Current annual Maximums: Health- **$5,004** Dependent Care-**$4,992** A convenient Debit Card is available for usage *2 ½ Month Grace period effective for the 2010 Plan Year. Claims incurred January 1-March 15th, 2011 may be reimbursed from any balance leftover from 2010 allocation.*	Pre-tax	**3.6.10**		**FLEXIBLE SPENDING ACCOUNTS (FSA)** Tax shelters dependent care expenses and health care expenses not covered by insurance. Available through **UK Flexible Spending Account Program.** Current annual Maximums: Health-**$4,000** Dependent Care- **$5,000** *No Health Waiver Option exists* A convenient Debit Card is available for usage *2 ½ Month Grace period effective for the 2009/2010 Plan Year. Claims incurred July 1-September 15th, 2010 may be reimbursed from any balance leftover from 2009/2010 allocation.*	Pre-tax	**90.0** **KCTCS: 3.5.2.7**
HEALTH REIMBURSEMENT ACCOUNT (HRA) Tax shelters health care expenses not covered by insurance. Available through the employer funded **KCTCS Health Reimbursement Account**	N/A			**HEALTH REIMBURSEMENT ACCOUNT (HRA)** Not available *No Health Waiver Option exists*		

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KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
You can waive health insurance and the monthly employer credit of **$175** will be applied to a Health Reimbursement Account Convenient debit card is available for usage Any remaining balance in the HRA at year end, will carry-over to subsequent plan years as long as you continue to waive health insurance coverage. If you have both a health care FSA and the HRA, expenses will be reimbursed from your FSA account first.						
$50 BENEFIT ALLOWANCE KCTCS faculty and staff members who have single healthcare coverage, or who have elected to waive out of the healthcare plan will have a $50 monthly allowance for benefits. This allowance may be used for health insurance premiums, health care flexible spending accounts, dental coverage or the purchase of individual voluntary benefits. ***It may not be used for Supplemental Group Life coverage or Supplemental Long Term Disability coverage***	N/A			**$50 BENEFIT ALLOWANCE** Not available.		
RETIREMENT **All position status dependent** Employee may choose from Defined Benefit Plans or Defined Contribution Plans **Kentucky Teachers Retirement (KTRS)** A.) Employee contributes **6.16%** of salary KCTCS contributes **13.84%** of salary	Pre-tax	**3.6.9** **BOR 3.7**		**RETIREMENT** **403(b) Defined Contribution Plans** from TIAA-CREF and Fidelity Employee contributes **5%** of salary. KCTCS contributes **10%** of salary Voluntary contributions are permissible	Pre-tax	**AR 3.1** **UK-91.0, 93.0, 94.0** **KCTCS: 3.5.3**

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KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
NEW EE's 7/1/08 or after: Employee contributes **7.16%** of salary KCTCS contributes **14.84%** of salary -Employee pays social security -*Optional Membership*	Pre-tax			*Participation is voluntary upon completion of one year for those employees who have not attained age 30 and mandatory upon completion of one year of continuous service and the attainment of age 30*		
B.) Position transfers from Workforce Development Employee contributes **9.855%** of salary KCTCS contributes **13.105%** -Employee does not pay social security -*Mandatory Membership*	Pre-tax			Loans are available for up to 50% of balance in Fidelity account or 45% of a TIAA-Cref account ($50,000 Max); Hardship withdrawals are available.		
Kentucky Employee Retirement (KERS) Employee contributes **5%** of salary KCTCS contributes **11.61%** of salary *(includes overtime pay)*						
403(b) Defined Contribution Plan Available through TIAA-CREF, ING, Fidelity and American Century Employee contributes **5%** of salary KCTCS contributes **10%** of salary *(Salary only)* -Voluntary contributions are permissible. -Loans are available from TIAA-CREF and ING at 50% value of account to a maximum of $50,000.	Pre-tax					
Vesting: For participants hired **prior to 7/1/09** both employee and employer contributions are 100% vested immediately For participants hired **on or after 7/1/09**, employee contributions are vested immediately, employer contributions are vested after 5 years						

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KCTCS Versus University of Kentucky Benefits

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KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
PHASED RETIREMENT POLICY (Faculty & Staff) Designed to provide an opportunity for regular status full-time tenured **faculty** and/or faculty who have continued or continuing employment status and **staff** members who have compiled 15 years of full-time service to make an orderly transition to retirement through part-time service. Program is voluntary; availability of program may be limited at anytime by the colleges. **Benefits available**: KCTCS Retiree Health (if applicable) and continuation of retirement contributions for reduced hours.		**3.6.15**		**PHASED RETIREMENT POLICY (Faculty & Staff)** Designed to provide an opportunity for eligible full-time tenured **faculty** and **staff** members to make an orderly transition to retirement through part-time service. Program is voluntary; availability of program may be limited at anytime by the colleges. **Benefits available**: Participation continues in UK Benefit selections. Retirement contributions based upon new work hours.		**U.K. AR 3.2** **KCTCS: 3.5.3.2**
WORKERS COMPENSATION Kentucky Workers Compensation Law 66 2/3% average weekly salary May use accumulated sick leave to keep full salary. Coordinated with FMLA Necessary approved medical expenses paid	N/A	**3.6.8**		**WORKERS COMPENSATION** Kentucky Workers Compensation Law 66 2/3% average weekly salary May use accumulated sick leave to keep full salary. Coordinated with FMLA Necessary approved medical expenses paid	N/A	**96.0** **KCTCS: 3.5.1.1**
LONG TERM DISABILITY **(Retiree System Dependent)** **403(b) Participant** KCTCS Employees with 403(b) retirement may enroll through The Standard.		**3.6.6**		**LONG TERM DISABILITY** Approved claims: Basic regular salary continued from onset of disability to first day of month following six full calendar months. Benefit then becomes 60% of base salary		

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KCTCS BENEFIT PROGRAM:			UK SPONSORED PROGRAM		
• Benefit is 60% of basic monthly salary up to a maximum of $5,000 monthly • Benefit available after one year of continuous full-time service. (Unless new employee has been continuously covered under a LTD policy within the 6 months prior to date of hire, then coverage is immediate). • Retirement contributions cease. • KCTCS continues to pay active employer contribution for health insurance until retirement. Employee would then participate in KCTCS Retiree Health , if eligible • *No cost to Employee* *Benefits Available until age 65, unless Disability starts over age 60, then:* Age of Disability Onset — Limit To age 59 — To Age 65 60 thru 64 — 5 Yrs 65 thru 68 — To Age 70 69 or older — 1 Yr. *Coordinated with payments from government and/or other employers for same condition*	N/A		Eligible after one full year of employment *No Cost to Employee* *Benefits Available until age 65, unless Disability starts at age 64, then benefits will be available for 12 months* University health plan credit will be limited to 29 months or until eligibility for Medicare parts A & B is attained. Beyond this, LTD participants and their families may continue to participate in the UK health plan at 100% of the cost of the coverage. *Coordinated with payments from government and/or other employers for same condition* Checks from 3rd party must be cashed by employee and not returned to KCTCS for receipt of regular payroll check. Contributions based on 10% of participant's base salary at onset of disability are made by LTD program to participant's retirement plan each month.	N/A	**95.0** **KCTCS:** **2.14.2.4** **3.5.2.3**

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KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
KERS/KTRS Participant: Persons actively contributing to KERS and KTRS are eligible after 60 months of service. Benefit is available through KTRS or KERS. Disability benefits are calculated in the same manner as normal retirement benefits. *No cost to employee.*						
SUPPLEMENTAL LONG TERM DISABILITY Regular, full-time employees may purchase a Supplemental Long Term Disability policy which supplements the regular group policy **403(b) Participants**: Additional 15% Benefit; 100% Catastrophic Benefit **KERS/KTRS Participants**: Additional $500 Monthly Benefit; 100% Catastrophic Benefit	Post-tax			**SUPPLEMENTAL LONG TERM DISABILITY** Employees have option to purchase a buy-up option equal to 10% of base salary. (Subject to medical underwriting.)		**95.0** **KCTCS 3.5.2.3.**
FACULTY & STAFF TUITION WAIVER PROGRAM Tuition defrayed up to 6 credits per semester (summer is considered one semester). May take one course during work hours (with permission, time must be made up) per semester. *Fees outside registration are not paid by KCTCS.*		**2.10** **2.5.1**		**EMPLOYEE EDUCATION PROGRAM (EEP)** ***(Faculty & Staff Tuition Waiver Program)*** Tuition defrayed up to 8 credits per semester with a maximum of 18 credits per year. (Summer is considered one semester). May take one course during work hours (with permission, time must be made up) per semester. *Fees outside registration not paid by KCTCS.*		**UK 51.0** **KCTCS: 2.10. 2.5.1**
DEPENDENT/SPOUSE TUITION WAIVERS Tuition defrayed for 6 credit hours per term (Fall, Spring, Summer) at KCTCS colleges only for faculty or staff member's spouse and each dependent child (age 23 or less).		**2.10.1**		**FAMILY EDUCATION PROGRAM (FEP)** Tuition defrayed at the University of Kentucky undergraduate courses only. A discount of up to 50% is available (based on employee's years of service)		**UK 51.0**

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KCTCS BENEFIT PROGRAM:		KRS Statutes		UK SPONSORED PROGRAM		
RETIREE HEALTH BENEFITS ***(KERS and KTRS)*** KRS provides hospital/medical insurance coverage for recipients of retirement benefits. Under age 65, participation is optional. Contributions are funded by the KRS depending upon member's years of service, carrier selected and level of coverage. Medicare Eligible Policy available over age 65. **KERS (Participate before 7/1/03)** Less than 4 years – 0% 4-10 years – 25% 10-15 years – 50% 15-20 years – 75% 20 or more years - 100% **KERS (Participate after 7/1/03)** Less than 10 years – 0% $10 per month for each year of service after 10 years **KERS (participate after 9/1/08)** Less than 15 years-0% $10 per month for each year of service after 15 years MUST Meet rule of 85 (age plus service) **KTRS (Participate before 7/1/02)** Less than 5 years – 0% 5-10 years – 25% 10-15 years – 50% 15-20 years – 75% 20 or more years – 100%				**RETIREE HEALTH BENEFITS** If eligibility requirements are met for retirement (combination of age and service years equal 75), a retiree can continue their medical, dental, and/or vision coverage. Employer contribution is continued to be paid if completed 15 yrs of continuous full-time service. Service of 5-15 yrs allows participation at full cost (over age 65). Upon reaching age 65 must change to Medicare Eligible plan offered by the University. All retirees age 65 or over participate in this plan regardless of retirement eligibility date. Retired individuals and employees eligible to retire by **7/1/2007** participate in early retirement plans. Premiums are different than those of active plans.. For **2009/2010** the employer contribution is **$578** monthly for all plans and all coverage levels. Retirees who continue to work for KCTCS (including opt/over retirees) will utilize the lower active premium of the UK Working Retiree schedule.. The employer contribution will be the active single contribution. For **2009/2010** this will be **$402** for all plans and all coverage levels. Employees **NOT** eligible to retire by **7/1/2007** may participate in University sponsored retiree health plans but will be subject to the Age/Service schedule below for employer contributions.	Post-tax N/A	**UK 93.6 93.7 93.8 and AR 3.1 KCTCS 3.5.2.6**

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KCTCS BENEFIT PROGRAM:

KTRS (Participate after 7/1/02)
Less than 5 years – 0%
5-10 years – 10%
10-15 years – 25%
15-20 years – 45%
20-25 years – 65%
25-26 years – 90%
26-27 years – 95%
27 or more years – 100%

KTRS (Participate after 7/1/08)
Less than 15 years-0%
15-20 years - 45%
20-25 years – 65%
25-26 years – 90%
26-27 years – 95%
27 or more years – 100%

KCTCS: 403(b) Participants
For participants hired prior to July 1, 2009:

Early Retirees under age 65
KCTCS provides health insurance under the KEHP the same as for active employees. KCTCS will fund the employer contribution, if employee meets the Rule of 75 and has completed 15 years of full-time service. Early Retiree contribution costs are:

BOR 3.7.4.1

UK SPONSORED PROGRAM

Age/Service Schedule

Age at Retirement (If not eligible to retire as of 7/1/07)	**YEARS OF SERVICE AT RETIREMENT**		
	15 or more, but less than **20**	**20** or more, but less than **25**	**25** or more
	Retiree Pays:	**Retiree Pays**	**Retiree Pays:**
Less than **60**	**80%**	**60%**	**40%**
60 or more, but less than **61**	**75%**	**55%**	**35%**
61 or more, but less than **62**	**70%**	**50%**	**30%**
62 or more, but less than **63**	**65%**	**45%**	**25%**
63 or more, but less than **64**	**60%**	**40%**	**20%**
64 or more, but less than **65**	**55%**	**35%**	**15%**
At age 65 or older, everyone pays 10% or $25, whichever is higher	**10%**	**10%**	**10%**

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KCTCS BENEFIT PROGRAM:

UK SPONSORED PROGRAM

2010 KCTCS PERSONNEL SYSTEM 403(B) EARLY RETIREE CONTRIBUTION RATE SCHEDULE:

Monthly Contribution:

Plan	Single	Parent Plus	Couple	Family
Commonwealth Standard	$0.00	$8.28	$282.18	$288.44
Commonwealth Capitol Choice	$3.76	$144.02	$444.12	$525.84
Commonwealth Optimum	$20.62	$176.52	$469.52	$561.16

The Commonwealth Maximum Choice plan is not available to Retirees

Retirees over age 65
Anthem Seniors Plan is offered to provide a supplement to Medicare coverage. KCTCS will contribute up to **$275.08** a month for 2010.

Employees who are age 65 and have 5-15 years of full-time service are allowed participation in the Medicare Eligible Retiree plan at **the full premium cost.**

There is no retiree health benefit available for 403(b) participants hired on or after <u>July 1, 2009</u>.

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KCTCS BENEFIT PROGRAM:			UK SPONSORED PROGRAM		
WELLNESS PROGRAMS Comprehensive health promotion program available to employees (small fee is charged for participation in some programs).	N/A	**3.5.4.6**	**WELLNESS PROGRAMS** Comprehensive health promotion program available to employees (small fee is charged for participation in some programs).	N/A	**93.0** **KCTCS: 3.5.4.6**
SUPPLEMENTAL/VOLUNTARY BENEFITS: Individual insurance coverages are available by contacting the Plan Administrators directly. The premiums then can be payroll deducted by KCTCS. *Coverages are:* Cancer/Heart Insurance Short Term Disability Long Term Care Supplemental Life Intensive care	Post-tax		**SUPPLEMENTAL/VOLUNTARY BENEFITS:** Individual insurance coverages are available by contacting the Plan Administrators directly. Premiums can then be payroll deducted by KCTCS. *Coverages are:* Cancer/Specified Disease Insurance Short Term Disability Long Term Care Universal Life Auto and Home Insurance Veterinary Pet Insurance	Pre-tax Pre-tax Post-tax Post-tax Post-tax Post-tax	**93.0**

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KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
ELDER CARE Specific Program not offered by KCTCS. Similar services available through KCTCS Employee Assistance Program				**ELDER CARE** Provides assistance in locating and selecting eldercare and a wide range of related services.	N/A	**93.0** **KCTCS 3.5.4.5**
VISION CARE Optional individual coverage and/or discount program is available with dental coverage at employee's expense through Delta Dental or Dental Care Plus. Also, EYEMED discount program available through Humana, the KEHP third party administrator. Details available on "MyHumana" web-site. Some voluntary carriers offer plans at employee's expense.	N/A			**VISION CARE** Group Vision Care plan is available to active and retired employees through EyeMed. Eligibility requirements same as health plan. Enrollment separate from health plan. Discount program available through some Dental options.		**93.0**
SUPPLEMENTAL RETIREMENT Additional tax-deferred contributions may be made to retirement account 403(b), deferred compensation plans and 457 plans. Post-tax Roth 403(b) plans are also available	Pre-tax Post-tax	**3.6.13** **3.6.14**		**SUPPLEMENTAL RETIREMENT** Additional tax-deferred contributions may be made to retirement account 403(b), deferred compensation plans, and 457 plans. Post-tax Roth 403(b) plans are also available	Pre-tax Post-tax	**AR 3.1** **KCTCS 3.5.33** **3.5.34**
COBRA An employee who loses eligibility for coverage under their health care plan, dental plan, HRA or FSA (health care only) because of termination of employment or other qualifying event (for dependents also) is eligible to continue coverage as defined by Federal Law at the expense of the employee (and/or dependent)		**3.6.7**		**COBRA** An employee who loses eligibility for coverage under their health care plan, dental or vision plan or FSA (health care only) because of termination of employment or other qualifying event (for dependents also) is eligible to continue coverage as defined by Federal Law at the expense of the employee (and/or dependent)		**93.0** **KCTCS 3.5.1.5**

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KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
EMPLOYEE DEVELOPMENT KCTCS may encourage or require employees to take additional course work or seminar training if deemed job related and only available during working hours. KCTCS will make efforts to grant release time with pay		**2.10.1.1.**		**EMPLOYEE DEVELOPMENT** KCTCS may encourage or require employees to take additional course work or seminar training if deemed job related and only available during working hours. KCTCS will make efforts to grant release time with pay		**KCTCS: 2.10.1.1**
CREDIT UNION Membership is open in the Commonwealth Credit Union, UK Credit Union, & KY Employees Credit Union.		**3.5.3.5.**		**CREDIT UNION** Membership is open in the University of Kentucky Credit Union		**KCTCS: 3.5.3.5**
UNIVERSITY OF KENTUCKY FACULTY CLUB Not available to KCTCS personnel policy participants.				**UNIVERSITY OF KENTUCKY FACULTY CLUB** Membership is open at a reduced rate		**KCTCS: 3.5.3.6**
HEALTH LITERACY PROGRAM Humana, the third party administrator for the KEHP provides education and health improvement programs through their web-site (www.humana.com). Many resources if you access “My Humana” portion of the site.				**HEALTH LITERACY PROGRAM** Program to create better health consumers. Includes: Education/communication programs, Health Improvement programs, and Pharmacy Counseling and information.		

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KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
BLOOD DONOR PROGRAM Not Available				**BLOOD DONOR PROGRAM** Membership is offered in the Central KY Blood Center for employees, dependents and retirees.		**KCTCS: 3.5.3.7**
EMPLOYEE ASSISTANCE PROGRAM **Horizon Care EAP** is a confidential resource center for employees to obtain assistance with a variety of issues.				**EMPLOYEE ASSISTANCE PROGRAM** **REFER** employee assistance program is a confidential resource center for employees to get help with a wide variety of issues.		
DISCOUNTS A wide variety of discounts exist with a valid KCTCS ID card. The list is available on the KCTCS website.		**3.6.17.7**		**DISCOUNTS** Variety of discounts available with UK ID Card. The list is available on UK web-site.		**KCTCS: 3.5.4.4**
ATHLETIC CONTESTS Not available				**ATHLETIC CONTESTS:** Full-time employees may purchase season tickets for UK football and basketball at discounted rates provided availability of tickets		**KCTCS 3.5.3.9**
ENROLLMENT PERIODS: ***First 30 days of Employment:*** Retirement **(mandatory)**, Life, AD & D, Health, Dental, Flexible Spending Accounts, Health Reimbursement Accounts, Optional Life; Supplemental LTD, $50 Benefit Allowance				**ENROLLMENT PERIODS:** ***First 30 days of Employment:*** Retirement, Life, AD & D, Health, Dental, Vision ,Flexible Spending Accounts, Optional Life, Supplemental LTD		

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KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
Open Enrollment (January 1st): Health, Dental, Flexible Spending Accounts,Health Reimbursement Accounts, Voluntary Benefits, $50 Benefit Allowance, Optional Life (periodically) ***Once a year:*** Staff Sick Leave Pool re-enrollment ***Anytime:*** ▪ Retirement carrier and/or investment options, ▪ Supplemental retirement, ▪ Optional AD&D, Decrease Optional Life Insurance, ▪ Increase Life Insurance with evidence of insurability, and ▪ Staff Sick Leave Pool Initial Enrollment ***Coverage cannot be added or dropped until next open enrollment for benefits purchased on a pre-tax basis unless there is a family status change as defined by federal law***				***Open Enrollment (July 1st)*** Health, Flexible Spending Accounts, Dental, Vision, add or change AD&D, Optional Life (periodically) ***Once a year:*** Staff Sick Leave Pool Re-enrollment ***Anytime:*** ▪ Retirement carrier and/or investment options ▪ Decrease Optional Life Insurance ▪ Increase Optional Life Insurance with Evidence of Insurability, ▪ Decrease amount or cancel AD&D coverage, ▪ Supplemental Retirement, ▪ Staff Sick Leave Pool Initial Enrollment, ▪ Auto and Home Insurance, Veterinary Pet Insurance. ***Once a Lifetime:*** Change from U.K. to KCTCS Personnel System ***Coverage cannot be added or dropped until next open enrollment for benefits purchased on a pre-tax basis unless there is a family status change as defined by federal law***		

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January 1, 2010

KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
BENEFITS AVAILABLE AFTER TERMINATION: ▪ Health Care, Dental *Continued through COBRA or Retiree Health Benefit* *KRS participants have availability of Retiree Health Benefit.* *Must Change to Medicare eligible plan at age 65* ▪ *FSA-May be continued through COBRA* ▪ *HRA may be continued through COBRA* ▪ Life Coverages, Optional Voluntary Benefits, supplemental LTD *May be converted through carrier to individual policy* ▪ AD&D, LTD *Coverage ceases* ▪ Retirement *Benefit available according to plan provisions* .Funds may be rolled over.				**BENEFITS AVAILABLE AFTER TERMINATION:** ▪ Health Care, Dental, Vision *Available through Retiree Health Benefit or COBRA. Must change to Medicare eligible plan at age 65.* ▪ *FSA-May be continued through COBRA* ▪ Life Coverages, Optional Voluntary Benefits *May be converted through carrier to individual policy* ▪ AD&D, LTD *Coverage ceases* ▪ Retirement *Benefit available according to plan provisions. Funds may be rolled over*.		

 This is merely a summary of benefits. In all cases, KCTCS and/or UK Policy and Procedures prevail. Policies are subject to change.

KCTCS Versus University of Kentucky Benefits

BENEFIT PROGRAM COMPARISONS

January 1, 2010

KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
BENEFITS AVAILABLE AT RETIREMENT **Health Care** *Available through Retiree Health Benefit or Cobra or if a member of KRS, have availability of Retiree Health Benefit Must change to Medicare Eligible plan at age 65.* **FSA, HRA** *Available through COBRA* **Life, Optional Coverages** *May be converted through carrier to individual policy or continued through policy portability* **AD&D, LTD** *Ceases at Retirement* **Retirement** *Benefit available according to plan provisions*				**BENEFITS AVAILABLE AT RETIREMENT** **Health Care, Dental, and Vision** *Available through Retiree Health Benefit or COBRA.* Must change to Medicare eligible plan at age 65. **FSA** *Available through COBRA* **Life, Optional Coverages** *May be converted through carrier to individual policy* **AD&D, LTD** *Ceases at Retirement* **Retirement** *Benefit available according to plan provisions* **Health and Wellness programs** **Elder Care** **Long Term Care (may continue or apply for new coverage)** **Universal Life (may continue or apply for new coverage)** **Auto and Home Insurance (may enroll at any time)** **Veterinary Pet Insurance (may enroll in any time)**		