KCTCS Versus
KRS 164.5805 Benefits

BENEFIT PROGRAM COMPARISONS

As of January 9, 2004

KCTCS BENEFIT PROGRAM:			KRS 164.5805 (FORMER 18A AND 151B Benefits)		
BENEFIT DESCRIPTION	**TAX: PRE OR POST**	**H.R. POLICY NUMBER**	**BENEFIT DESCRIPTION**	**TAX: PRE OR POST**	**H.R. POLICY/ ADMIN. REG. NUMBER**
TERM LIFE INSURANCE Basic $20,000. Premiums paid by KCTCS Optional Coverage available at employee expense. 1 and 2 times salary Spouse & Dependent and Dependent and Child Coverage Available $5,000 and $10,000 max	 N/A Post-tax	**3.5.2.1** **3.6.2**	**TERM LIFE INSURANCE** Same as KCTCS		
GROUP ACCIDENT INSURANCE (AD&D) $20,000 Premiums paid by KCTCS May also purchase additional AD&D coverage along with optional life selection.	 N/A	**3.5.2.2** **3.6.3**	**GROUP ACCIDENT INSURANCE (AD&D)** Same as KCTCS		
HEALTH INSURANCE KCTCS contributes towards the purchase of plans. The contribution rate is tiered; dependent upon level of coverage and area offerings. Current rates are: **Single** / **Parent Plus** $286.16 / $348.59 $288.36 / $351.27 $312.00 / $380.07 $436.00 / $531.05	 Pre-tax	**3.6.4** **3.6.5** **3.6.5.1**	**HEALTH INSURANCE** KCTCS contributes $286.16 (or more depending upon area offerings) towards purchase of plans (Attachment "E") Availability of plans varies by regional service areas. Dependent Coverage available to age 24. (Rates and Plan selections are subject to change each January 1st at open enrollment) ***Current plan selections and rates attached (Exhibits A, B, C, D, E, F)***		

Attachment B

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Employee & Spouse / **Family** $396.46 / $446.41 $399.51 / $449.84 $432.26 / $486.72 $623.28 / $680.16 Dependent Coverage available to age 24. (Rates and Plan selections are subject to change each January 1st at open enrollment) ***Current plan selections and rates attached (Exhibits A, B, C, D, E, F)*** ***Selections available from HMO Plans, POS Plans, PPO Plans, and EPO Plans.***				***Selections available from HMO Plans, POS Plans, PPO Plans, and EPO Plans.***		
DENTAL INSURANCE Optional coverage available at employee expense	Post –Tax	**3.5.2.5**		**DENTAL INSURANCE** Same as KCTCS		**90.0** **KCTCS: 3.5.2.5**
FLEXIBLE SPENDING ACCOUNTS Tax shelters dependent care expenses and health care expenses not covered by insurance. Available through **KCTCS Flexible Spending Account**. Current annual Maximums: Health-$ 2,880 Dep Care-$4,992 Effective: 1/1/04 Health (only) $3,480	Pre-tax	**3.6.10**		**FLEXIBLE SPENDING ACCOUNTS** Same as KCTCS		

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You can waive health insurance and the credit ($234.00) can be applied to your healthcare reimbursement account	N/A					
$50 BENEFIT ALLOWANCE Effective January 1, 2004 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, flexible spending accounts, or the purchase of voluntary benefits.				**$50 BENEFIT ALLOWANCE** No Benefit Available.		
RETIREMENT *All position status dependent* **Kentucky Teachers Retirement** A.) Employee contributes 6.16% of salary KCTCS contributes 13.84% of salary Employee pays social security *Optional Membership* 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 Pre-tax	**3.6.9**		**RETIREMENT** **18A:** Kentucky Employees Retirement, and 401(k), 457 plans offered through the Deferred Compensation Authority. In KERS employee contributes 5% of salary and KCTCS contributes 5.89% for non-hazardous duty employees and 17.97% for hazardous duty employees. **151B:** Kentucky Teachers Retirement, Kentucky Employees Retirement and 401(k), 457 plans offered through the Deferred Compensation		

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Kentucky Employee Retirement Employee contributes 5% of salary KCTCS contributes 5.89% of salary *(includes overtime pay)* **403(b) Defined Contribution Plan** Available through TIAA-CREF, ING-AETNA and American Century Employee contributes 5% of salary KCTCS contributes 10% of salary *(Salary only)* Voluntary contributions are permissible	Pre-tax Pre-tax			authority. In KERS employee contributes 5% of salary and KCTCS contributes 5.89% for non-hazardous duty employees and 17.97% for hazardous duty employees. In KTRS employee contributes 9.855% and KCTCS contributes 13.105% (employee does not pay social security)		
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	**3.5.1.1** **3.6.8**		**WORKERS COMPENSATION** Same as KCTCS		
LONG TERM DISABILITY <u>403(b) Participant:</u> KCTCS Employees with 403(b) retirement may enroll through The Standard. Benefit is 60% of basic monthly salary Benefit available after one year of continuous full-	N/A	**3.6.6**		**LONG TERM DISABILITY** 403(b) benefit does not apply. **KERS and KTRS** Same as KCTCS.		

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time service. No cost to Employee. <u>KERS/KTRS Participant:</u> 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.						
FACULTY AND 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 not paid by KCTCS.*		**2.10.1** **2.5.1**		**EMPLOYEE EDUCATION PROGRAM** ***(Faculty & Staff Tuition Waiver Program)*** Same as KCTCS.		
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).				Not available.		

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RETIREE HEALTH BENEFITS ***(KERS and KTRS)*** KRS provides hospital/medical insurance or HMO coverage (where available) 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. Carve out 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% 10-15 years – 50% 15-20 years – 75% 20 and above – 100% 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% KTRS (Participate **after** 7/1/02) Less than 5 years – 0% 5-10 years – 10%				**RETIREE HEALTH BENEFITS** Same as KCTCS.		

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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% <u>KCTCS: 403(b) Participants</u> **Early Retirees under age 65** KCTCS provides health insurance under the state health plan for recipients of retirement benefits the same as for active employees. KCTCS will fund the single plan contribution. **Retirees over age 65** Currently no coverage available.						
WELLNESS PROGRAMS Comprehensive health promotion program available to employees (small fee is charged for participation in some programs).	N/A	**UK:** **93.0** **3.5.4.6**		**WELLNESS PROGRAMS** Same as KCTCS		
SUPPLEMENTAL/VOLUNTARY BENEFITS: Other benefits are available by contacting the Plan Administrators directly. The premiums then can be payroll deducted by KCTCS. *Coverages are:*				**SUPPLEMENTAL/VOLUNTARY BENEFITS:** Same as KCTCS.		

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Cancer/Heart Insurance	Post-tax					
Short Term Disability	Post-tax					
Long Term Care	Post-tax					
Supplemental Life	Post-tax					
Dental	Post-tax					
Vision	Post-tax					
CREDIT UNION Membership is open in the Commonwealth Credit Union, UK Credit Union, & KY Employees Credit Union.				**CREDIT UNION** Same as KCTCS.		
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** Same as KCTCS.		
VISION CARE Optional coverage available at employee expense.	N/A			**VISION CARE** Same as KCTCS.		

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SUPPLEMENTAL RETIREMENT Additional tax-deferred contributions may be made to retirement account (403(b) or deferred compensation only)	Pre-tax			**SUPPLEMENTAL RETIREMENT** Available to deferred compensation only.		
COBRA An employee who loses eligibility for coverage under their health care plan, dental 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)		**3.5.1.5** **3.6.7**		**COBRA** Same as KCTCS.		
DISCOUNTS A wide variety of discounts exist with valid ID card. The list is available on the KCTCS website.				**DISCOUNTS** Same as KCTCS.		
ENROLLMENT PERIODS: ***First 30 days of Employment:*** Retirement **(mandatory)**, Life, AD & D, Health, Flexible Spending Accounts, Optional Life				**ENROLLMENT PERIODS:** ***First 30 days of Employment:*** Retirement **(mandatory)**, Life, AD & D, Health, Flexible Spending Accounts, Optional Life		

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Open Enrollment (January 1st): Health, Flexible Spending Accounts, Voluntary Benefits ***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 (January 1st)*** Health, Flexible Spending Accounts Voluntary Benefits ***Once a year:*** Staff Sick Leave Pool Re-enrollment ***Anytime:*** Decrease Optional Life Insurance Increase Optional Life Insurance with Evidence of Insurability, Supplemental Retirement Staff Sick Leave Pool Initial Enrollment ***Once a Lifetime:*** Change from U.K. to KCTCS Benefits ***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***		
BENEFITS AVAILABLE AFTER TERMINATION: Health Care, FSA *Continued through COBRA* Life Coverages, Optional Benefits				**BENEFITS AVAILABLE AFTER TERMINATION:** Health Care, Dental, FSA *Continued through COBRA* Life Coverages, Optional Benefits		

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May be converted through carrier AD&D, LTD *Coverage ceases* Retirement *Benefit available according to plan provisions.* *Funds may be rolled over.*				*May be converted through carrier* AD&D, LTD *Coverage ceases* Retirement *Benefit available according to plan provisions.* *Funds may be rolled over.*		
BENEFITS AVAILABLE AT RETIREMENT Health Care *Available through COBRA or if a member of KRS, have availability of Retiree Health Benefit* *Must change to carve out plan at age 65.* FSA *Available through COBRA* Life, Optional Coverages *May be converted through carrier* AD&D, LTD *Ceases at Retirement* Retirement *Benefit available according to plan Provisions*				**BENEFITS AVAILABLE AT RETIREMENT** Health Care, Dental *Available through Retiree Health Benefit or COBRA* *Must change to carve-out plan at age 65.* FSA *Available through COBRA* Life, Optional Coverages *May be converted through carrier* AD&D, LTD *Ceases at Retirement* Retirement *Benefit available according to plan Provisions*		

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