KCTCS Versus University of Kentucky Benefits

BENEFIT PROGRAM COMPARISONS

April, 2006

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 and 2 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 $10,000. Premiums paid by KCTCS. Optional coverage available at employee expense. 1, 2, and 3 times salary, Max $375,000. 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 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). Three PPO Plans are offered. The contribution rate is dependent upon level of coverage.	Pre-tax	**3.6.4** **3.6.5** **3.6.5.1**		**HEALTH INSURANCE** KCTCS contributes $332, $413, $479, and $548 effective 7/1/05 towards purchase of Plans. Availability of Plans varies by regional service area.	Pre-tax	**93.0 and 94.0** **KCTCS: 3.5.2.5** **3.5.2.6**

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Attachment A

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KCTCS BENEFIT PROGRAM:

Employee Contribution Rate Schedule: 2005 and 2006

Plan	Single	Parent Plus	Couple	Family	Family Cross-Reference
Commonwealth Essential	Not Offered	$41.26	$194.64	$240.10	$0.00
Commonwealth Enhanced	$0.00	$85.50	$268.30	$321.94	$7.30*
Commonwealth Premier	$13.66	$127.80	$299.00	$356.06	$24.80*

*Contribution is per employee

(Rates and Plan selections are subject to change each January 1st at open enrollment)

Dependent Coverage available to age 24

Selection available: PPO Plans.

UK SPONSORED PROGRAM

Effective **7/1/06,** Contribution rates will be:

$355, $442, $512 and $586

(Rates and Plan selections are subject to change each July 1st at open enrollment)

Dependent coverage until age 25.

Selections available from HMO Plans, PPO Plans, Indemnity Plans and EPO Plans, and Consumer Driven Plans.

DENTAL INSURANCE Optional coverage available at employee expense from a variety of carriers and plans.	Pre-tax Eff. 1/1/06	**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**

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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-$4,260 Dependent Care-$4,992 You can waive health insurance and the monthly credit ($234.00) can be applied to your healthcare reimbursement account A convenient Debit Card is available for usage *2 ½ Month Grace period effective for the 2006 Plan Year. Claims incurred January 1-March 15th, 2007 may be reimbursed from any balance leftover from 2006 allocation.*	Pre-tax N/A	**3.6.10**		**FLEXIBLE SPENDING ACCOUNTS** 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* *No Debit Card is offered.* *2 ½ month Grace Period effective for 2005/2006 and 2006/2007 Plan Year*	Pre-tax	**90.0** **KCTCS: 3.5.2.7**
$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, 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.		

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KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
RETIREMENT **All position status dependent** Employee may choose from Defined Benefit Plans:				**RETIREMENT**		
Kentucky Teachers Retirement A.) Employee contributes 6.16% of salary KCTCS contributes 13.84% of salary Employee pays social security *Optional Membership*	Pre-tax	**3.6.9** **3.7**		**403(b) Defined Contribution Plans** from TIAA-CREF, Fidelity and American Century Employee contributes 5% of salary. KCTCS contributes 10% of salary Voluntary contributions are permissible *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* 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.	Pre-tax	**AR II 1.6-1** **91.0, 93.0, 94.0** **KCTCS:** **3.5.3**
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					
Kentucky Employee Retirement Employee contributes 5% of salary KCTCS contributes 5.89% of salary *(includes overtime pay)* or,	Pre-tax					
403(b) Defined Contribution Plan Available through TIAA-CREF, ING, American Century, and Fidelity 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					

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KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
PHASED RETIREMENT POLICY Designed to provide an opportunity for regular status full-time tenured faculty and/or faculty who have continued or continuing employment status and have compiled 15 years of full-time service and have reached the date of normal retirement, 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 and continuation of retirement contributions for reduced hours.		**3.6.15**		**PHASED RETIREMENT POLICY** Designed to provide an opportunity for eligible full-time tenured faculty 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 II-1.6-2** **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**

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KCTCS BENEFIT PROGRAM:			UK SPONSORED PROGRAM		
LONG TERM DISABILITY **(Retiree System Dependent)** 403(b) Participant KCTCS Employees with 403(b) retirement may enroll through The Standard. • 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. • *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 gov't and/or other employers for same condition*	N/A	**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. Eligible after one full year of employment *No Cost to Employee* UK continues supplemental income (in accordance with formula) for an additional 36 months: Months 1-6: 100% basic monthly salary Months 7-18: 90% basic monthly salary Months 19-30: 80% basic monthly salary Months 31-42: 70% basic monthly salary Benefit of 60% of salary paid until age 65 *Benefits Available until age 65, unless Disability starts over age 60, then:* Age Disability Starts: — Limit: Age 60 — 60 months Age 61 — 48 months Age 62 thru 64 — 36 months Age 65 thru 67 — 24 months Age 68 thru 69 — 18 months Age 70 thru 71 — 15 months Age 72 and older — 12 months *Coordinated with payments from gov't and/or other employers for same condition*	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.*				Checks from 3rd party must be cashed by employee and not returned to KCTCS for receipt of regular payroll check. Participant and employer contributions based on participants base salary at onset of disability are made by LTD program to participants retirement plan each month.		
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**: Additional $500 Monthly; 100% Catastrophic Benefit	Post-tax			**SUPPLEMENTAL LONG TERM DISABILITY** Available in Group Benefit (see above)		**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 not paid by KCTCS.*		**2.10** **2.5.1**		**EMPLOYEE INITIATED DEVELOPMENT** ***(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*		**AR II-1.1-5** **KCTCS: 2.10. 2.5.1**

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KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
				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).		**2.10.1**		**DEPENDENT/SPOUSE TUITION WAIVERS** Not available.		
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. <u>KERS (Participate **before** 7/1/03)</u> Less than 4 years – 0% 4-10 years – 25% 10-15 years – 50% 15-20 years – 75% 20 or more years - 100% <u>KERS (Participate **after** 7/1/03)</u> Less than 10 years – 0% $10 per month for each year of service after 10 years <u>KTRS (Participate **before** 7/1/02)</u> Less than 5 years – 0% 5-10 years – 25%				**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 Carve-Out plan	Post-tax N/A	**93.6** **93.7** **93.8** **and** **AR II-1.6-1** **KCTCS** **3.5.2.6**

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KCTCS BENEFIT PROGRAM:				**UK SPONSORED PROGRAM**		
10-15 years – 50% 15-20 years – 75% 20 or more years – 100% <u>KTRS (Participate **after** 7/1/02)</u> 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% **<u>KCTCS: 403(b) Participants</u>** **Early Retirees under age 65** KCTCS provides health insurance under the KEHP the same as for active employees. KCTCS will fund the plan contribution, if employee meets the Rule of 75 and has completed 15 years of full-time service. Early Retiree contribution costs are: Employee Monthly Contribution Schedule:						

Plan	Single	Parent Plus	Couple	Family
Commonwealth Essential	Not Offered	$55.00	$259.52	$320.14
Commonwealth Enhanced	$0.00	$114.00	$357.72	$429.24
Commonwealth Premier	$13.66	$170.38	$398.66	$474.74

Retirees over age 65
Anthem Seniors Plan will be offered to provide a supplement to Medicare coverage. KCTCS will contribute $319.96 a month for

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KCTCS BENEFIT PROGRAM:				UK SPONSORED PROGRAM		
2006. Employees who are age 65 and/or meet the rule of 75 and have 5-15 years of full-time service are allowed participation in the Retiree Plans at **the full premium cost.**						
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: Other benefits 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 Vision	Post-tax			**SUPPLEMENTAL/VOLUNTARY BENEFITS:** Other benefits 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.	N/A			**VISION CARE** Group Vision Care plan is available to active and retired employees. 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.	Pre-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.	Pre-tax	**AR II-1.6-1** **KCTCS 3.5.33** **3.5.34**
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)		**3.6.7**		**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		**93.3.5** **KCTCS 3.5.1.5**

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				dependents also) is eligible to continue coverage as defined by Federal Law at the expense of the employee (and/or dependent)		
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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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 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**
<u>ATHLETIC CONTESTS</u> Not available				**<u>ATHLETIC CONTESTS:</u>** Full-time employees may purchase season tickets for UK football and basketball at discounted rates provided availability of tickets		**KCTCS 3.5.3.9**

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ENROLLMENT PERIODS: ***First 30 days of Employment:*** Retirement **(mandatory)**, Life, AD & D, Health, Dental, Flexible Spending Accounts, Optional Life; Supplemental LTD ***Open Enrollment (January 1st):*** Health, Dental, Flexible Spending Accounts, Voluntary Benefits, $50 Benefits Allowance ***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***				**ENROLLMENT PERIODS:** ***First 30 days of Employment:*** Retirement, Life, AD & D, Health, Dental, Vision ,Flexible Spending Accounts, Optional Life ***Open Enrollment (July 1st)*** Health, Flexible Spending Accounts Dental, Add or change AD&D, Vision ***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.		

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				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***		
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* ▪ 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.*				**BENEFITS AVAILABLE AFTER TERMINATION:** ▪ Health Care, Dental, Vision *Available through Retiree Health Benefit or COBRA. Must change to carve-out 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*.		

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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** *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*				**BENEFITS AVAILABLE AT RETIREMENT** **Health Care, Dental, and Vision** *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 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)**		

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