

University of Alaska

Benefits Summary for Temporary & Extended Temporary Staff

Effective 7/1/06

TEMPORARY EMPLOYEES

Temporary Employees: Includes part-time students, and employees who have worked less than 1,040 hours (continuously) for the University.

- The University pays the employer portion of Social Security and Medicare insurance premiums for temporary staff and extended temporary employees (*see below*).
- Temporary Staff (including part-time students) do not earn sick or annual leave.
- Eligible to establish a Tax-Deferred Annuity

EXTENDED TEMPORARY EMPLOYEES

Once a temporary staff member (non-adjunct, non-student employees) has exceeded 1,039 hours of continuous service, their employment status changes to Extended Temporary Employee. Extended temporary employees are eligible for the following benefits:

- Health Insurance
- Sick/Annual Leave
- Holiday Pay
- Tax-Deferred Annuities
-

HEALTH INSURANCE

Note: Extended temporary employees are covered under the University's health insurance plan and may elect coverage for eligible dependents. All benefit payments are subject to allowable charges.*

Medical: Premera Blue Cross Blue Shield of Alaska administers the University's medical and dental insurance programs. The UA Choice Health Care plan features 3 levels of coverage, and an opt-out provision. Plan year deductibles vary based on the level of coverage selected. All plan levels have annual deductibles, and out-of-pocket maximums. Using a Blue Cross network provider maximizes coverage. All levels of coverage feature a yearly \$400 preventive benefit per person not subject to annual deductible.

Dental: All UA Choice plans provide coverage at various levels for preventative, restorative and prosthetic dental services. Coverage may be subject to a plan year deductible depending upon service received, and plan level selected. Annual dental benefit maximum is \$2,000. The Deluxe plan, offering the highest level of dental coverage, includes a lifetime maximum of \$1,500 towards orthodontia.

Pharmacy: PharmaCare administers the University's pharmacy benefits as described by the UA Choice Health plan level selected. Coverage ranges from the Deluxe plan which provides 80% coverage with an plan year out-of-pocket maximum, to the Economy plan which offers a 3-tier program providing coverage based on the type of drug,

and whether or not it is a generic or name brand. All levels provide additional savings to those who use the pharmacy home delivery service.

Vision: Vision Services Program (VSP) administers the University's vision plan. Vision services are similar with all levels of the UA Choice plan, with lenses and frame allowances varying based on plan selection. UA has contracted with VSP to provide discounts on a variety of vision related services and supplies for all levels of coverage.

** Allowable Charges (AC) also known as "usual, customary and reasonable, represents the maximum charge allowed for a medical service. BC Network providers are under contract not to exceed the AC for medical services. Using a non-network provider under any plan may result in charges not covered by the health plan.*

LEAVE PLANS

Annual Leave: Full-time extended temporary employees accrue annual leave at a rate of 5.54 hours per pay period (bi-weekly). Part-time employees receive accruals on a pro-rated basis.

Sick Leave: Full-time extended temporary employees accrue sick leave at 4.62 hours per pay period (bi-weekly). Part-time employees receive accruals on a pro-rated basis.

OTHER BENEFITS

Holidays: Extended temporary employees receive 12 paid holidays per year.

Tax-Deferred Annuities (TDAs): Employees may contribute to tax-deferred annuities to supplement retirement income or defer taxable income. Participation is optional and subject to IRS limits on contributions.

Extended temporary employees will attend New Employee Orientation sponsored by Human Resources, which includes a detailed benefits briefing. For information call:

UAF	474-7700	www.uaf.edu/uafhr/
UAA	786-4608	www.uaa.alaska.edu/humanresources
UAS	465-6473	www2.jun.alaska.edu/jobs/
Statewide	450-8200	www.alaska.edu/hr/benefits

This summary provides only an overview of employee benefits. Employees should consult their employee handbook (available at www.alaska.edu/hr/benefits) for complete details. Other benefit information is also available at each regional Human Resources office