

University of Alaska

Benefits Summary for Faculty members

7/1/06

The University of Alaska provides an excellent benefits package. The following is a brief summary of the key benefit programs available to UA Faculty.

HEALTH INSURANCE

Note: 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.

UA RETIREMENT PLANS

Note: University faculty do not participate in the Federal Social Security system. The University of Alaska provides for retirement through the plans described here.

New Faculty have the option of selecting between the University of Alaska's Optional Retirement Program Tier 3 (ORP3) in combination with the UA Pension Plan, or the State of Alaska's Teacher's Retirement System (TRS), Tier III without participation in UA Pension Plan. Faculty must choose between the ORP3 w/UA Pension and TRS within the first 30 days of employment. **Faculty who do not make a choice within 30 days will automatically and irrevocably be enrolled in TRS only.**

Teachers Retirement System (TRS) Tier III effective

7/1/06: Faculty contribute 8% of pre-tax salary. Employer contribution is based on a percentage of salary. Employees direct the investment of employee, and a portion of employer contributions. Vesting in employee contribution is immediate, vesting in a portion of the employer contribution occurs gradually based on years of service. Retirement benefits are based upon the employee's age, service, salary, and whether or not the employee is retiring directly from a TRS participating employer. *(Faculty with TRS service prior to July 1, 2006, have different service and salary requirements and different retirement benefits.)*

UA Optional Retirement Program, Tier 3 (ORP3):

Faculty contribute 8% of pre-tax salary; the University contributes a fixed 12%. The employer contribution to ORP3 is 100% vested after 3 years of service, counted from hire date. Vesting in the employee contribution is immediate. Participants direct the investment of the employee and employer contributions. May choose from over 200 investment options with Fidelity, Lincoln, TIAA-CREF or VALIC. Upon termination employees may access vested funds within 45 days of employment end date. The ORP3 *does not* include any retiree health benefits, COLA or disability retirement provisions.

UA Pension Plan: Faculty electing the UA ORP3 will also participate in the University of Alaska Pension Plan. University contributes 7.65% of the first \$42,000 of the employee's pay per year to a maximum annual amount of \$3,213. 100% vested after 3 years of service counted from hire date. Participants direct the investment of contributions. May choose from over 200 investment options with Fidelity, Lincoln, TIAA-CREF or VALIC. Upon termination participants may access vested funds within 45 days of employment end date.

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

LIFE INSURANCE

Life Insurance: Eligible employees are provided with a base life insurance policy of \$50,000. The University of Alaska pays the premium.

LIFE INSURANCE continued

Supplemental Life Insurance: Available in amounts from \$25,000 to \$400,000. Participation is optional and the employee pays the premium after-tax.

Accidental Death and Dismemberment: Pays benefits for accidental loss of life or limb. Participation is optional and the employee pays the premium after-tax. A reduced schedule of benefits under this plan is available for dependents.

Travel Accident: Protection in case of accidental death while traveling on University business (\$250,000 face value), provided by the University.

FLEXIBLE SPENDING ACCOUNTS

Flexible Spending Account: An optional program that provides faculty members with the opportunity to be reimbursed with their own tax-free contributions for:

- health care expenses that are not reimbursed by the health care program, and
- dependent care expenses that are necessary to allow the faculty member to seek/retain employment.

LEAVE PROGRAMS

Sick Leave: All full-time faculty members accrue sick leave at 4.62 hours per bi-weekly pay period, prorated for part-time faculty.

Leave Share Program: Allows UA faculty members to donate sick leave hours to employees with a catastrophic medical crisis.

Leave Share Bank: Provides ACCFT represented faculty members sick leave hours for a catastrophic medical crisis.

Leave of Absence: Faculty members may take unpaid personal leave for up to one year (with the possibility of extension to a second year). See related policies regarding Family Medical Leave (which includes parental leave), Military, Jury Duty and Non-Medical leave policies.

Sabbatical Leave: Opportunity for intensive research and study for up to 12 months for eligible faculty members. Compensation of up to six months' full salary.

OTHER BENEFITS

Long-Term Disability Insurance: The University provides faculty members with long-term disability insurance coverage of 60% of pre-disability earnings up to a maximum monthly benefit of \$3,000. Coverage begins the first day of the month following hire date.

Tuition Waiver: Faculty members receive a tuition waiver for 12 course credits per academic year. Eligible dependents may have an unlimited number of course credits waived per academic year. Employees and dependents are responsible for any course or material fees, books, etc.

Faculty members 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.aaa.alaska.edu/humanresources
UAS	465-6473	www2.jun.alaska.edu/jobs/
Statewide	450-8200	www.alaska.edu/benefits

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