

**Medical Coverage**

Institution pays 77.05 % (58) of health insurance premiums for full time employees.

Institution pays 73.96 % (45) of health insurance premiums for full time employee dependents.

Our coverage plan would be best described as follows:

- 8 Indemnity (traditional insurance) plan
- 13 Preferred Provider (PPO)
- 9 HMO
- 3 Individual or group medical savings plan
- 13 High Deductable Plan (HDHP) such as a Health Savings Account (HSA)
- 20 other \_\_\_\_\_

**Dental Coverage**

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Institution pays 63.49 % (35) of dental insurance premiums for full time employees.

Institution pays 61.11 % (27) of dental premiums for full employee dependents.

**Vision Coverage**

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Institution pays 0.00 % ( ) of vision insurance premiums for full time employees.

Institution pays 49.32 % (22) of vision premiums for full employee dependents.

**Disability Coverage**

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Institution pays 76.92 % (13) % of the cost of short term disability insurance premiums for full time employees.

The percentage of the employee's salary paid as a benefit by disability insurance is 77.75 % (12).

Institution pays 85.00 % (30) % of long term disability premiums for full time employees.

The percentage of the employee's salary paid as a benefit by disability insurance is 62.48 % (25).

### **Life Insurance Coverage**

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The amount of term life insurance included in the group medical coverage provision is 21800.00 (34)

Institution pays 89.53 % (43) of the premium for group term life insurance for full time employees.

Institution pays 47.27 % (11) of the premium for group term life insurance for employee spouses.

18 The institution provides employees with the option to purchase additional term life insurance at a reduced premium.

### **Retirement / Pension Plan**

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The institution contributes 5.60 % (20) to a defined contribution retirement account into which employees have the option to contribute.

The institution contributes 4.50 % (2) to a defined contribution retirement account into which employees do not have the option to contribute.

The institution matches up to 12.07 % (27) of employee contributions to a retirement plan.

15 The institution provides a defined benefit retirement plan.

8 The institution provides a ROTH after-tax investment option.

### **Educational Benefits**

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The institution waives 93.11 % (61) tuition for employees

The institution waives 83.50 % (58) tuition for employee dependents

32 The institution offers grants to faculty pursuing advanced degrees.

8 The institution offers loans to faculty pursuing advanced degrees.

13 The institution participates with other colleges in a consortial tuition exchange program for employees or their dependents.