

FRINGE BENEFITS BRIEF

HOLIDAYS AND LEAVE:

ANNUAL LEAVE: ♦ 1.25 days monthly accrual. Bonus earnings after 10 years. Yearly maximum carryover: 45 days. (9 month faculty do not accrue annual leave)

SICK LEAVE: ♦ 1.25 days monthly accrual. Includes up to ten (10) days annually for family leave. Yearly maximum carryover: 180 days.

HOLIDAYS: ♦ 12 per year as observed by the University.

FAMILY DEATH LEAVE: ♦ 3 consecutive work days of leave with pay for immediate family.

MILITARY LEAVE: ♦ 15 days for annual training (plus 30 days for a declared emergency) with pay.

COURT LEAVE: ♦ Juror or subpoenaed witness granted leave with pay.

GROUP INSURANCE:

HEALTH: Optional. Savings, Standard or TRICARE plan. \$1,000,000 lifetime maximum. Savings monthly employee cost: family \$108.56; employee/spouse \$72.56; employee/child \$20.28; employee only \$9.28. Standard monthly employee cost: family \$294.58; employee/spouse \$237.50; employee/child \$142.46; employee only \$93.46. TRICARE monthly cost: no cost for eligible employee and dependents. If health coverage is refused by the enrollee or all eligible dependents are not enrolled when first eligible, health coverage for the enrollee and/or dependent(s) can be applied for only during an announced open enrollment period every two years. Benefits for Basic Life and Basic Long Term Disability are forfeited unless enrollee elects health coverage.

DENTAL: Optional. No charge for coverage of employee only. Other monthly current costs are: employee/spouse \$7.64; employee/child \$13.72; full family \$21.34. 100% of allowable charges for diagnostic and preventive; 80% of allowable charges for basic services; 50% of allowable charges for prosthetics; 50% of allowable charges for orthodontics (lifetime maximum \$1,000). A \$25 annual deductible for basic and prosthetics. If dental coverage is refused by the enrollee or all eligible dependents are not enrolled when first eligible, dental coverage for the enrollee and/or dependent(s) can be applied for only during an announced open enrollment period every two years. If enrolled in State Dental Plan, Dental Plus is available at same level of coverage. Employee pays: family \$51.80; employee/spouse \$33.14; employee/child \$36.16; employee only \$17.50. Orthodontia not offered by Dental Plus.

LIFE: **\$3,000 Basic Life:** Automatic enrollment at no cost to employee if enrolled in State Health Plan.

\$10,000 – \$300,000 Optional Term Life: Optional. Employee pays premium.

If employee does not enroll within 31 days of hire date, medical evidence of good health must be provided to enroll or increase coverage.

Dependent Life for eligible spouse: \$10,000-\$20,000 or increments up to 50% of employee's Optional Term Life coverage or \$100,000, whichever is less, with medical evidence. Optional. Employee pays premium.

Dependent Life for eligible child/children: \$10,000. Optional. Employee pays premium.

BASIC LONG TERM DISABILITY: Automatic enrollment at no cost to employee if enrolled in State Health Plan. 62.5% of salary up to \$800/month.

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SUPPLEMENTAL LONG TERM DISABILITY: Optional. Employee pays premium. 65% of salary up to \$8,000/month (minimum benefit per month \$100). Choice of 90 or 180 day waiting period.

LONG TERM CARE: Optional. Employee pays premium. Helps pay expenses of prolonged disabling condition.

MONEYPLUS FLEXIBLE BENEFITS PLAN: Optional. Employee pays minimal cost of administrative fee. Offer three features: the Pretax Group Insurance Premium Feature, the Dependent Care Spending Account and the Medical Spending Account. Must have completed one year of continuous state service by the first of January following the annual enrollment period (October) to participate in the Medical Spending Account.

RELIANCE LIFE: Optional. Employee pays 75% of the premium. Lander Foundation pays 25% of the premium. Up to \$90,000; \$2,500 dependent life.

CANCER AND INTENSIVE CARE: Optional. Employee pays premium.

RETIREMENT OPTIONS: Membership in either the South Carolina Retirement System (SCRS) or the Optional Retirement Program (ORP) is mandatory. Staff and faculty may choose between the following two plans:

SC RETIREMENT SYSTEM (SCRS): Defined Benefit Plan. Full benefits at age 65 or 28 years service. Reduced benefits at age 55 with 25 years service. Reduced benefits at age 60. Active members eligible for service retirement may participate in the Teacher & Employee Retention Incentive (TERI) program. Vested after 5 years of earned service. Disability retirement may be applied for with at least 5 years service credit. Death benefit equals 1 year annual salary following 1 year of employment. Employee contribution = tax-deferred 6.25% of gross salary. Employer contributes 7.55% of your earnings. This contribution funds the normal cost and covers the unfunded accrued liability of the system. The SCRS guarantees benefits and assumes all investment risks. Provision for purchasing prior service is optional. The retirement allowance is based on average final compensation (highest 12 consecutive quarters of earnings) and years of service at retirement.

OPTIONAL RETIREMENT PROGRAM (ORP): Defined Contribution Plan. Four plans: TIAA-CREF, AIG VALIC, METLIFE, and The Hartford. Death benefit equals 1 year annual salary following 1 year of employment. Plan features vary (brochures available). Employee contribution = tax-deferred 6.50% of gross salary. Employer contributes 7.55% of your earnings, of which 5% is directed to the investment provider for allocation to your account and 2.55% to the SCRS to cover the reasonable expenses incurred in performing the services regarding the ORP plan.

SC DEFERRED COMPENSATION PROGRAM: 457 and 401(k) options.

OTHER PAYROLL DEDUCTIONS: Private tax sheltered annuities, credit unions and savings accounts.

Direct deposit of payroll check is a condition of employment.

WEB SITES: LANDER INTERNET WEB SITE: www.lander.edu
STATE INTERNET WEB SITE: www.state.sc.us

This is a brief synopsis of benefit programs. Details are available in certificates, booklets and policy manual or by calling the Office of Human Resources at (864) 388-8310.

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