

THE UNIVERSITY OF RHODE ISLAND

Benefit summary for Classified Employees

Listed below is general information on State employee benefits for eligible URI employees. For more specific information please visit our website at or call URI Employee Benefits at 874-9054.

Internal Payroll (IP) employees are not eligible for benefits.

<p>Health Insurance</p>	<p>Individual or family health coverage is available to eligible State employees (eligible is: 20 hours/week and with an appointment of 6 months or more.) Employees pay a co-share towards their health coverage.</p> <ul style="list-style-type: none"> • Medical coverage is with UnitedHealthcare (UHC) • Dental coverage is with Delta Dental • Vision coverage is with Vision Service Plan (VSP) <p>It may take up to 30 days from your hire date to receive your membership cards.</p>
<p>Employee Retirement System of Rhode Island (ERSRI)</p>	<p>A <u>classified</u> State employee who meets the State's eligibility requirements, i.e., working 20 hours or more and his/her employment is not limited to six months or less is required to participate in the ERSRI retirement pension. Employees contribute 8.75% of their salary before taxes toward this pension plan. An application, beneficiary form and membership booklet will be mailed to the employee's home by ERSRI. Completed forms must be returned to URI Employee Benefits for prompt participation.</p>
<p>Life Insurance (Aetna)</p>	<p>Life insurance is available at a cost to State employees and is based on their salary rounded to the nearest thousand. The basic life insurance premium is \$.1828 per \$1,000 for employees up to age 54, and \$.1934 per \$1,000 for employees age 55 and above.</p> <p>An optional life insurance which doubles your coverage is also available and premiums are based on employee's age. Rates are available on our web site.</p>
<p>Tuition Waiver</p>	<p>URI State employee must work full time and be actively employed before the first day of class to be eligible. Eligibility is dependent upon union status. More information at www.uri.edu/hr/benefits/tuition.html, or call Dawn Smith at 874-5567.</p>

Flexible Spending Account	<p>Under the Section 125 tax law, employees are allowed to payroll deduct a portion of their gross income on a pre-tax basis for the payment of out of pocket medical expenses up to \$5000 per year.</p>
Dependent Care	<p>Employees can payroll deduct up to \$5,000 per year on a pre-tax basis for dependent care expenses.</p>
Other Voluntary Benefits	<p>Available as a new hire or during open enrollment if <i>pretax</i>: AFLAC offers: <i>Cancer protection insurance plan</i>, and <i>Short-Term Disability</i> (available to employees working 30 or more hours a week)</p> <p>Available as a new hire or during open enrollment: Legal Insurance (for personal legal issues, i.e., adoption, wills, debt collection)</p> <p>Available at any time: CollegeBoundfund - 529 plan Savings Bonds Deferred Compensation 457(b) (TIAA-CREF, AIG, or ING/Aetna) Supplemental Retirement Annuity 403(b) (TIAA-CREF, MetLife or AIG)</p>
Vacation (by union status)	<p>In general, based on full-time eligibility, classified employees receive 10 vacation days per year. Days increase every 5 years up to 25 years of service. Prorated for part-time eligible employees.</p> <p>Prorated for part-time eligible employees.</p>
Sick Leave (by union status)	<p>In general, based on full-time eligibility, classified employees receive 15 sick days per year. Prorated for part-time eligible employees.</p> <p>Prorated for part-time eligible employees.</p>
Personal Leave (by union status)	<p>In general, based on full-time eligibility, classified employees receive 4 personal leave days per year. Prorated for part-time eligible employees.</p> <p>Visit: www.uri.edu/hr/benefits/leaves.html for a breakdown</p>