



## Benefits Offered to Classified Employees

Listed below is general information on State employee benefits.  
 For more specific information, please visit our website at  
[www.uri.edu/human\\_resources/benefits.html](http://www.uri.edu/human_resources/benefits.html),  
 or call an Employee Benefits representative at  
 874-9054, 874-2921, 874-2778.

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

<b>Health Insurance</b>	<p>Individual and/or family health coverage is available to most eligible State of RI employees (minimum of 20 hrs/week and 6-month appt.).  <b>Employees pay a co-share toward their health coverage.</b>          Health coverage is with UnitedHealthcare (UHC), Dental coverage is with Delta Dental, and Vision coverage is with Vision Service Plan (VSP).          It may take up to 30 days from the employee’s hire date to receive the membership cards from the carriers.</p>
<b>Employee Retirement System of Rhode Island (ERSRI)</b>	<p>A classified 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 <b>required</b> 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 immediately to URI Benefits for prompt participation.</p>
<b>Life Insurance</b>	<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. Example: \$30,000 salary would cost \$5.48 or \$5.80 per pay period.</p> <p>An optional life insurance is also available, and premiums are based on employee’s age.</p>
<b>Voluntary Benefits</b>	<p><b>Available as a new hire or during open enrollment if <i>pretax</i>:</b>          AFLAC offers: <i>Cancer Protection Plan</i>, <i>Short-Term Disability</i> (available to employees working 30 or more hours a week), and <i>Child Dependent Care</i></p> <p><b>Available as a new hire or during open enrollment:</b>          Legal Insurance</p> <p><b>Available any time:</b>          Collegeboundfund- 529 plan          Savings Bonds – EE or I          Deferred Compensation 457(b) (Fidelity, ING, and AIG/VALIC)          Supplemental Retirement Annuity 403(b) (TIAA-CREF, MetLife or AIG/VALIC)</p>

<p><b>Tuition Waiver</b></p>	<p>A URI State employee must work full time. Eligibility requirements for employee and dependents are contingent upon union status. Employee must be actively employed before the first day of classes to be eligible. Visit <a href="http://www.uri.edu/human_resources/waivers.html">www.uri.edu/human_resources/waivers.html</a> for information, or call Dawn Smith at 874-5567.</p>
<p><b>Vacation</b></p>	<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>Visit <a href="http://www.uri.edu/hr/benefits/leaves.html">http://www.uri.edu/hr/benefits/leaves.html</a></p>
<p><b>Sick Leave</b></p>	<p>In general, based on full-time eligibility, classified employees receive 15 sick days per year. Prorated for part-time eligible employees.</p> <p>Visit <a href="http://www.uri.edu/hr/benefits/leaves.html">http://www.uri.edu/hr/benefits/leaves.html</a></p>
<p><b>Personal Leave</b></p>	<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 <a href="http://www.uri.edu/hr/benefits/leaves.html">http://www.uri.edu/hr/benefits/leaves.html</a></p>