



COE COLLEGE

BENEFITS SUMMARY

Hourly/Nonexempt Positions – Average > 30 hours/week over 12 months
(9 months in Academic Support Positions)

Paid Leave: (pro-rated for employees averaging less than 40 hours/week)

- Vacation – 15 days of vacation per year that increases with years of service.
- Sick Leave – Accrue 1.5 days per month up to maximum of 130 days.

Insurance:

Health Insurance (Wellmark BC/BS)

Rates and plans effective through 4/30/2022

	\$1,500 DEDUCTIBLE	\$2,000 BLUE CHOICE	\$3,000 HDHP*
Deductible	\$1,500 / \$3,000	\$2,000 / \$4,000	\$3,000 / \$6,000
Out of Pocket Maximum	\$3,000 / \$6,000	\$4,000 / \$8,000	\$6,000 / \$12,000
Single Plan Coverage			
Employee Contribution	\$73 / month	\$20 / month	\$21 / month
Family Plan Coverage			
Employee Contribution	\$497 / month	\$365 / month	\$346 / month

* Health Savings Account (HSA): Coe will contribute \$500 to the HSA account for single coverage, and \$1,000 for family plans.

Dental Insurance (Delta Dental)

Rates and plans effective through 4/30/2022

Single Plan Coverage: (Employee contribution)	\$9.20/month
Family Plan Coverage: (Employee contribution)	\$59.91/month

Vision Insurance (Delta Vision)

Rates and plans effective through 4/30/2022

Single Plan Coverage: (Employee contribution)	\$8.79/month
Family Plan Coverage: (Employee contribution)	\$22.40/month

Life & AD&D Insurance (UNUM)

- Amount of base salary rounded to the nearest thousand for each benefit (no cost to employee).
- Supplemental life insurance (available at the group rate).

Long Term Disability Insurance (UNUM)

- Following six month waiting period, covers 60% of basic monthly earnings up to a maximum of \$8,000.

Pet Programs (Pet Benefit Solutions)

- Pets Best Health Insurance, Pet Assure Veterinary Discount Program and PetPlus Prescription Savings Program.

Legal Services (ARAG)

- Ultimate Advisor - \$16.00/month
- Ultimate Advisor Plus - \$23.00/month

Flexible Spending Accounts:

Medical Expense and Dependent Care Reimbursement Program

- Pre-tax flexible spending available for qualifying medical and dependent care expenses.

TIAA Retirement Plan:

- Eligible after 1 year of service, unless employed by an institution of higher education during the previous 12 months and 1,000 work hours.
- College contributes 7% of base salary if the employee contributes a minimum of 3% base salary.

Tuition Exemption:

Tuition Exemption for employees (after one year of service):

- Full tuition exemption for regular credit courses offered by Coe College.
- If degree seeking, must be accepted by Coe College, and coursework/schedule is approved by supervisor.

Tuition Exemption for family members: (after one year of service with accepted application)

- Eligible spouses receive a 50% tuition reduction.
- Full tuition exemption at Coe College for dependent children of eligible employees.
- Dependent children of Coe employees are eligible for Tuition Exchange among the ACM (Associated Colleges of the Midwest Consortium).
- Dependent children of Coe employees are eligible for tuition discount/exemption in participation with Tuition Exchange, Inc., a national tuition exchange program.

Other Coe Benefits:

- Use of athletic facilities at no cost, including fitness classes.
- Entrance to Coe events, programs and athletic events at faculty/staff cost (often free).
- Free parking.
- Employee discounts at participating retailers.