



COE COLLEGE

BENEFITS SUMMARY

Hourly/Nonexempt Positions – Avg > 30 hrs/week over 12 months
(9 mo in Academic Support Positions)

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

Vacation/Personal Days* - 2 personal days after 6 months & 10 days of vacation that increases with years of service.

Sick Leave* – Accrue 1.5 days per month up to maximum of 130 days * No sick leave or vacation can be used during the first 90 days

Insurance:

Health Insurance (Wellmark BC/BS)

Rates and plans effective through 4/30/2020

| | \$1,000 DEDUCTIBLE | \$2,000 DEDUCTIBLE | \$3000 HDHP | \$2,000 BLUE CHOICE |
|---------------------------------|-------------------------------|-------------------------------|------------------------|--------------------------------|
| Deductible | \$1,000 / \$2,000 | \$2,000 / \$4,000 | \$3,000 / \$6,000 | \$2,000 / \$4,000 |
| Out of Pocket Maximum | \$2,000 / \$4,000 | \$4,000 / \$8,000 | \$6,000 / \$12,000 | \$4,000 / \$8,000 |
| Single Plan Coverage | | | | |
| Employee Contribution | \$112 / month | \$72 / month | \$35 / month | \$12 / month |
| Family Plan Coverage | | | | |
| Employee Contribution | \$594 / month | \$494 / month | \$402 / month | \$344 / 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 4/30/2020

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|---|---------------|
| Single Plan Coverage: (Employee contribution) | \$9.26/month |
| Family Plan Coverage: (Employee contribution) | \$59.56/month |

Vision Insurance (Delta Vision)

Rates and plans effective through 4/30/2020

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

This is a summary of benefits. The College reserves the right to change policies and regulations governing all employee benefits, and all benefits are subject to eligibility and policies outlined in the employee handbook.

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/mo
- Ultimate Advisor Plus - \$23/mo

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