

Summary of Benefits for Full-time Represented and Non-Represented Faculty (Except Faculty of the School of Law)

Health Coverage:

Two plans are available on an optional basis. They are: Option 1 - Comprehensive Group Health Plan (Indemnity) and Option 2 - Point of Service (Managed Care). The plans are effective on the employee's first day of work.

- Option 1: This plan is an open access plan. Plan benefits are subject to individual and family calendar year deductibles (\$300/\$600) and an 80%/20% coinsurance feature. Maximum calendar year out-of-pocket expenses apply (\$1,100/\$2,200).
- Option 2: This plan has both In-Network and Out-of-Network features. In-Network benefits are generally paid at 100%. Office visits generally have a \$20 co-payment. Out-of-Network Benefits include individual and family deductibles. In addition there is an Out-of-Network 80%/20% coinsurance feature, subject to calendar year out-of-pocket maximums.

A Prescription Drug Program is included with both options. Co-payments are: generic drugs - \$10 and brand named drugs - \$20, for a 30 - day supply. Maximum calendar year drug co-payments are \$1,200 per individual, \$1,800 per family.

The University of Maine System pays 90% of the total cost of the individual health insurance premium and 88% of the dependent premium. Employees pay 10% of the total cost of the individual health insurance premium and 12% of the dependent premium.

Life Insurance:

Basic Life Insurance for Employee - Group term life insurance equal to the employee's salary rounded up to nearest \$1,000 is provided. The University pays the full premium for this coverage.

Optional Life Insurance for Employee - Employees can purchase up to five times their annual salary. Evidence of Insurability is not required for amounts up to three times their annual salary (with a maximum of \$300,000). Premium costs depend on the employee's age and salary.

Spousal/Domestic Partner Life Insurance - Protection in case of loss of spouse or domestic partner. Insurance is purchased in \$10,000 increments up to a maximum of \$50,000 (not to exceed 50% of the employee's combined basic and optional insurance). Premium costs are dependent on the spouse/domestic partner's age and the amount of insurance. No medical underwriting is required.

Child(ren) Life Insurance - Choice of 2 coverage levels: option I - \$5,000 or option II - \$10,000 (per eligible child). Monthly premium amounts are: \$.25 (option I) and \$.50 (option II) regardless of the number of children. No medical underwriting is required.

Short Term Disability Insurance:

Benefits commence after an employee has been out of work for 30 calendar days or has exhausted accrued disability leave (whichever is later) due to a non-work related illness or injury. The benefit payable is up to 60% of the salary to a weekly maximum of \$1,000 for up to a maximum of 26 weeks. Employees pay 100% of the insurance premium. **A pre-existing condition clause applies.**

Long Term Disability Insurance:

Long-term disability benefits commence after an employee has been out of work for 26 weeks due to disability, illness or injury. The benefit payable is 60% of the salary up to a monthly maximum of \$10,000. The University pays 100% of the insurance premium. **A pre-existing condition clause applies.**

Accidental Death and Dismemberment (AD&D) Insurance:

In addition to providing life insurance, this benefit provides protection against life changing injury such as loss of limb, sight or paralysis.

Basic AD&D Insurance for Employees - Group AD&D Insurance equal to the employee's salary rounded up to nearest \$1,000. The University pays the full premium for this coverage.

Optional AD&D Insurance - In addition, employees can purchase additional Optional AD&D Insurance in \$10,000 increments up to \$350,000, not to exceed ten times their salary. Both individual and family coverage are available. Employees pay the full cost of this coverage.

Retirement Savings Plan (TIAA-CREF and other approved vendors):

The program is mandatory for employees age 30 and older (voluntary prior to age 30). The University contributes an amount equal to 10% of the employee's base salary and the employee contributes 4%.

Voluntary Tax-Sheltered Annuities:

The University of Maine System offers employees the opportunity to supplement basic pension benefits by tax deferring on a voluntary basis. Contributions may be made up to the maximum permitted by the Internal Revenue Code (Section 403(b) and 415) with either TIAA-CREF or any of approximately 50 different companies, mutual funds, etc.

Dental Plan

A dental plan through Delta Dental is available. Employees pay a portion of the monthly single coverage and 100% of the dependent premium costs. Employee costs as of October, 2003 are: single \$5.01, two people \$35.72, and three or more people \$80.45. Effective January 1, 2004, employee costs are \$6.57, two people \$39.24, and three or more people \$86.84.

Tuition Waiver

Employee Tuition Waiver - A maximum of two tuition-free courses per semester or summer session, not to exceed four credit hours per course is available.

Dependent Tuition Waiver - The spouse or dependent children of the employee are eligible for a 50% tuition waiver provided the spouse or dependent is attending the University of Maine System as a full-time or part-time matriculated student.

Leave:

Disability Leave - Employees on fiscal year contract earn 20 days per year with a maximum accumulation of 180 days. Employees on academic year appointment earn 20 days per year with a maximum accumulation of 150 days.

Annual Leave - Employees on a fiscal year contract earn 20 days (24 days after 15 years of service) per year with a maximum accumulation of 40 days. Employees on academic year appointments do not earn leave.

Advantage Accounts (also known as Flexible Spending Accounts):

All employees who work at least half-time may choose to enroll in the Health Care and/or Dependent Day Care Advantage Account. The Advantage Accounts are designed to let participants pay for eligible expenses with before-tax dollars. Funds in the Advantage Accounts are not subject to federal or state income or social security taxes.

The above is a brief summary of major benefits offered by the University of Maine System. Detailed brochures/booklets are available at www.maine.edu/bene.html at the local University Office of Human Resources, or at the System Office of Human Resources.

University of Maine System
107 Maine Ave.
Bangor, ME 04401

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