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Summary of Benefits for

- Administrative and Operational Support
- Police and Fire
- Skilled Trades

INSIDE

Medical/Prescription	1
Dental	1
Vision	1
Flexible Spending Accounts	1
Retirement	1
▪ Base Retirement Plans	
▪ Voluntary Savings Plan Options	
Life Insurance	2
Disability	2
Voluntary Benefits Program	2
▪ Accident Insurance	
▪ Auto and Home Insurance	
▪ Critical Illness Insurance	
▪ Long Term Care Insurance	
▪ Pre-paid Legal Services	
▪ Universal Life Insurance	

Paid Leave Benefits	2-3
▪ Holidays	
▪ Vacation	
▪ Sick Leave	
▪ Personal Business Days	
▪ Paid Parental Leave	
▪ Bereavement Leave	
▪ Military Leave	

Purdue University Employee Exclusives	3
▪ Center for Healthy Living	
▪ Healthy Boiler Wellness Program	
▪ Family Friendly	
▪ Tuition Fee Remission	

Additional Perks	3
Local Cost of Living and Salary Expectations	3
Contact Information	3

Purdue University Benefits Summary

This summary provides a high-level overview of many of the key benefits valued by Purdue faculty and staff. Most benefits are effective with the first day of employment and are offered on a calendar-year basis.

You can find important benefit eligibility information at <https://www.purdue.edu/hr/Benefits/employeebenefits/index.php>.

Additional information about all benefits is available at <http://www.purdue.edu/benefits>.

Medical/Prescription

Purdue offers three medical plan options, allowing you to choose the plan that's best for you and your family. All plan options are consumer driven health plans (CDHP) with health savings accounts (HSA). A summary comparison of the plans is provided at https://www.purdue.edu/hr/Benefits/medical/pdf/2021/2021_Medical%20Pharmacy_Plans.pdf

One nationwide network of preferred providers serves all plans.

Prescription coverage is provided with all medical plans. Benefit details can be found <https://www.purdue.edu/hr/Benefits/prescription/index.php>

Your premium is based on which of the plans you choose and whether you cover just yourself or also cover family members, and the salary tier that is appropriate for you. A premium chart is available at https://www.purdue.edu/hr/Benefits/medical/pdf/2021/2021_Medical_Premiums.pdf

*Note: J-1 Visa holders have special provisions regarding medical coverage, please contact Purdue HR Customer Service for the J-1 Visa medical plan option.

Dental

Dental coverage is offered through Anthem Dental. The University provides a preventive dental benefit to employees and eligible dependents. Additionally, two "buy-up" plan options are available for supplementary coverage. One plan requires use of in-network dentists. The second allows more choice in selection of dental providers. For more information, visit

<https://www.purdue.edu/hr/Benefits/dental/index.php>

Vision

Vision coverage is provided through Vision Service Plan (VSP) for all benefits-eligible employees. In addition, all family members covered on a Purdue medical plan are automatically covered. Vision premiums are included as part of the medical plan premiums. For more details, visit <https://www.purdue.edu/hr/Benefits/vision/index.php>.

Flexible Spending Accounts

Those who elect the PPO Plan or those who do not participate in the HSAs, may choose a flexible spending account instead. Flexible spending account (FSA) program lets you pay for specific, IRS-allowed expenses using tax-free money. Any amount you elect annually is available to reimburse you for qualifying health care, vision, dental and/or dependent care expenses you experience during the calendar year. For more details, go to <https://www.purdue.edu/hr/Benefits/HSA/FSA/fsa.php>.

Retirement

The University has four basic retirement plans that are administered by Fidelity Investments. For additional information, visit <https://www.purdue.edu/hr/Benefits/retirees/index.php>.

Base Retirement Plan

403(b) Non-Exempt Defined Contribution:

Purdue provides a contribution equal to 4 percent of pay on your behalf to the Purdue University 403(b) Non-Exempt Defined Contribution plan for non-exempt staff. This serves as your "base plan." You are automatically enrolled to contribute 5 percent from your pay on a pre-tax basis to the 403(b) Voluntary Savings Plan with the option to increase or decrease. The University will also match up to 4 percent of your 403(b) Voluntary Savings Plan contributions. You are vested in Purdue's contributions to your plan after three years of service. If you choose to contribute, you receive up to 8% contribution from Purdue University.

*Police/fire pension applies to some positions.

Voluntary Savings Plan Options – Administered by Fidelity Investments

403(b) Voluntary Savings Plan: This plan allows you to put aside additional pre-tax retirement savings, up to the annual IRS limits. (For 2020, the limit is \$19,500. Employees age 50 or older may contribute \$6,500 more.) A ROTH component allows you to make after-tax contributions. Funds are immediately vested and are available when you reach age 59½, retire or stop working at Purdue.

457(b) Deferred Compensation Plan: This plan allows you to put aside additional pre-tax retirement savings, up to the annual IRS limits. (For 2020, the limit is \$19,500. Employees age 50 or older may contribute \$6,500 more.) Funds are immediately vested and are available when you retire or stop working at Purdue.

Life Insurance

The University provides a basic level of term life insurance equal to 1½ times your salary, up to \$500,000. Additional term life coverage is available for employees, spouses and children. The University also provides a basic level of accidental death and dismemberment insurance (AD&D) of \$15,000. Additional coverage is available for employees, spouses/same-sex domestic partners and children. More information regarding life insurance coverage is available at <https://www.purdue.edu/hr/Benefits/LVB/index.php>.

Disability

The University has two disability programs for administrative and operational support, police, fire and skilled trades: short term disability (STD) and long term disability (LTD). Both programs offer income replacement during times when you cannot work due to illness or injury.

The STD program is available to administrative and operational support, police, fire and skilled trades staff after one year of service. Following a 21-day waiting period, the program pays a benefit equal to 65 percent of your budgeted salary until you are either eligible to return to work or you reach the point when long term disability benefits begin. Program details can be found at <https://www.purdue.edu/hr/Benefits/LTD/STD.php>.

LTD coverage begins immediately, with you and Purdue each paying half the cost. The plan pays 65 percent of your base pay in the event of disability that lasts more than 90 calendar days. A one-year pre-existing condition clause applies. More information on the LTD program is located at <https://www.purdue.edu/hr/Benefits/LTD/ltd.php>.

Voluntary Benefits Program

Purdue's Voluntary Benefits Program connects employees to insurance carriers who offer an array of employee-paid benefits. The program offers the value of group rates and, in most cases, the convenience of payroll deduction. You can find more information on each of the benefits listed below by visiting <https://www.purdue.edu/hr/Benefits/LVB/index.php> and selecting "Additional Purdue Employee Benefits".

Accident Insurance - Helps protect you and your family from the costs of unexpected accidents. Includes benefits for initial care, injuries, hospitalization, follow-up care, transportation and lodging.

Auto and Home Insurance - Offers auto and home coverage, plus a wide range of other property and casualty insurance products.

Critical Illness Insurance - Pays a lump sum benefit if you're diagnosed with a covered critical illness, such as heart attack, cancer or stroke.

Long Term Care Insurance - Designed to help reimburse charges for care you may need if you are chronically ill. Covers care received in a nursing or assisted living facility, at home, or in community settings such as adult day care centers.

Pre-paid Legal Services - Provides unlimited access to attorneys at an affordable monthly rate.

Supplemental Hospital Insurance - Provides payment directly to you, for any qualified hospital admission and a per-day payment for each day of a covered hospital stay.

Universal Life Insurance - Provides life insurance with long term care benefits. Universal life insurance expands family life insurance protection during working years and provides full living benefits during retirement.

Paid Leave Benefits

For details on all available leaves, go to <https://www.purdue.edu/hr/Benefits/LTD/index.php>.

Holidays - The University provides 10 paid holidays per year:

- Independence Day
- Labor Day
- Thanksgiving (2 days)
- Christmas (2 days)
- President's Designated Holiday
- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day

Vacation - Administrative and operational support, police, fire and skilled trades staff employed on a 12-month, full-time basis accrue 10 paid vacation days during their first year of employment. During each subsequent year of continuous employment, total paid vacation increases by one day, until the employee reaches the maximum of 20 days per year. Employees may carry forward a maximum of 40 vacation days into each new calendar year.

An additional eight (8) hours of paid vacation leave will be allotted on July 1st of each year for all non-exempt staff.

Sick Leave - Full-time administrative and operational support, police, fire and skilled trades employees accrue sick leave at the rate of two weeks per year. Unused sick leave carries forward to the next fiscal year. During an extended illness, sick leave benefits will be paid based on the employee's normal workweek and may be coordinated with disability benefits.

Paid Parental Leave - Paid parental leave (PPL) provides parents additional flexibility and time to bond with their new child, adjust to new family situations and balance their professional obligations.

Eligible employees receive up to 240 hours (6 weeks) if employed by the University for at least one continuous year, half-time or more, in a benefits-eligible position. If both parents are employed by the University, each parent may receive up to 240 hours of paid parental leave.

Bereavement Leave - Paid bereavement leave is available due to the death of an immediate family member, other relatives and fellow employees.

Military Leave - The University grants up to 15 workdays of paid leave per year to allow employees to fulfill their responsibility when ordered to report for military duty. The University grants unpaid leave for military duty that extends beyond 15 workdays in a calendar year.

Purdue University Employee Exclusives

Center for Healthy Living - The Center for Healthy Living on Purdue's West Lafayette campus brings together a wide array of services to treat common illnesses and promote health. Services include laboratory, wellness and lifestyle management, medication therapy management, and behavioral health. For more information on the Center for Healthy Living, go to <http://www.purdue.edu/healthyliving/>.

Healthy Boiler Wellness Program

The Healthy Boiler Wellness Program – introduced in January 2018 and continues today – is a multi-faceted approach to overall well-being composed of five pillars: behavioral health, financial wellness, physical health, social wellness and work-life integration. In response to significantly increasing healthcare costs and trends, the goal of the program is to provide care in each pillar area by offering cost-controlled benefits and easily accessible resources. Additionally, the program's wellness incentive provides benefits-eligible employees (including those who opt out of a Purdue health plan) and spouses covered on a Purdue health plan an opportunity to improve their health and wellness and earn financial incentives (\$325 or \$650 combined depending on coverage level) at the same time. Funds are deposited to an HSA or HRA on their behalf.

Learn more at https://www.purdue.edu/hr/CHL/healthyboiler/program/healthy_boiler_program.php.

Family Friendly - The University provides a variety of family friendly benefits, programs, and resources to support faculty

and staff in balancing work and life. Learn more about the offerings here <http://www.purdue.edu/hr/familyfriendly/>.

Tuition Fee Remission - As part of a Purdue University expansive employee benefit package, the University is proud to offer its employees the opportunity to grow, learn, and advance by offering a tuition remission opportunity at both Purdue University and Purdue Global. Tuition fee remission details can be found at <https://www.purdue.edu/policies/business-finance/iid3.html>.

Rates are approved annually by Purdue's Board of Trustees. For the tuition and fees listing for Purdue staff, spouses and children, go to <http://www.purdue.edu/bursar/tuition/>.

Additional Perks

The following and more are available:

- Free CityBus transportation
- Discount programs with area retailers
- Campus fitness, athletic and entertainment discounts
- Purdue technology/software discount
- Library access
- Purdue Farmer's Market
- Access to dining courts and other eateries

Local Cost of Living and Salary Expectations

The cost of living in a particular geographic area should be a key consideration in your salary expectation when you are job hunting. Listed below is a link where you can enter your current salary and location and learn what the comparable salary would be in the Lafayette-West Lafayette area.

Cost of living calculator: <https://www.bestplaces.net/cost-of-living/?fromcity=Lafayette,%20Indiana&to-city=Denver,%20Colorado>.

Would you like more information?

- Visit us on the Web at www.purdue.edu/benefits
- Email us at hr@purdue.edu
- Call our HR Service Center at 765-494-2222 or toll free at 877-725-0222

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