

YOUR BENEFITS. YOUR CHOICES. YOUR WELL-BEING.

HEALTHY BOILER



BEHAVIORAL
HEALTH



FINANCIAL
WELLNESS



PHYSICAL
HEALTH



SOCIAL
WELLNESS



WORK-LIFE
INTEGRATION

Summary of Benefits for

- Visiting Faculty

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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/eligibility/eligible_emps.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/2024/2024-Medical-Premiums-Plan-Comparison.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/2024/2024-Medical-Premiums-Plan-Comparison.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 Delta 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

The 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. Visiting Faculty are generally not eligible to participate in the 403(b) Defined Contribution and 401(a) Mandatory retirement plans. If you have employer contributed funds from a higher education institution that are still in force, you may be eligible for participation in these two plans. If you are approved for the waiver, participation in both plans can begin right away. The retirement waiver form, along with waiver criteria can be found at <https://www.purdue.edu/hr/Benefits/retirees/retirement/plans/PSRS.php>.

The following voluntary savings plans are offered to you even if you do not qualify for the base retirement plans, providing an option to set funds aside for retirement.

403(b) Voluntary Savings Plan: This plan allows you to put aside additional pre-tax retirement savings, up to the annual IRS limits. (For 2022, the limit is \$20,500. 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 2022, the limit is \$20,500. 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.

For additional retirement information, visit <https://www.purdue.edu/hr/Benefits/retirees/index.php>.

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 long term disability (LTD) program replaces your income during times when you cannot work due to illness or injury. The 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 six months. 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.

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 - Fiscal-year visiting faculty accrue 22 days of vacation each year. A maximum of 44 days can be carried forward at any point. Academic-year visiting faculty do not accrue vacation.

Sick Leave - Visiting faculty are eligible for an allowance of time based on their length of employment.

1. Upon hire, employees receive paid sick leave in the amount that corresponds to the month in which their employment began, as outlined in the table below.

| Month Hired | Sick Leave Received upon Hire (in hours) | Month Hired | Sick Leave Received upon Hire (in hours) |
|-------------|--|-------------|--|
| January | 80.0 | July | 40.0 |
| February | 73.5 | August | 33.5 |
| March | 67.0 | September | 27.0 |
| April | 60.0 | October | 20.0 |
| May | 53.5 | November | 13.5 |
| June | 47.0 | December | 7.0 |

2. On January 1 following the employee's hire date, the employee receives 308 hours (i.e., 38.5 workdays) of paid sick leave.
3. On January 1 following the employee's one-year anniversary with the University, the employee receives 616 hours (i.e., 77 workdays) of paid sick leave.
4. On January 1 following the employee's two-year anniversary with the University, the employee receives 924 hours (i.e., 115.5 workdays) of paid sick leave. Employees continue to receive this benefit level on January 1 of each subsequent year of continuous service.
5. Part-time employees receive sick leave in direct proportion to their FTE for all amounts listed above.
6. Unused paid sick leave does not carry forward from one calendar year to the next.

Personal Business Days - Personal business days are available to conduct personal business that cannot be done outside regular business hours. Employees may use up to three days per fiscal year to handle personal business such as financial matters, legal matters or critical family responsibilities.

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 (\$450 or \$900 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 - Purdue offers a tuition fee remission benefit for employees, their spouses and children. Additional criteria may be required for eligibility, and certain programs may not qualify. 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 discounts
- 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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