

## COLLEGE OF SOUTHERN MARYLAND BENEFITS HIGHLIGHTS

Effective July 1, 2021

### MEDICAL INSURANCE

- Full-time employees (staff & faculty) who work at least 30 hours per week are eligible for coverage paid partially by the college and partially by the employee.
- Two medical options: PPO and a Qualified High Deductible Health Plan with a Health Savings Account (HSA) option through Bank of America. See comparison chart for plan highlights of each.
- Both plans include in-network & out-of-network medical benefits, and prescription coverage. The PPO has a \$100 vision benefit; the Qualified High Deductible Plan has no vision benefit.
- Visit [www.cfablue.com](http://www.cfablue.com) to locate providers. Click on “Members” & then “Find a Doctor or Provider”; select “Medical Provider Networks”; select “TPA – CareFirst Administrators Member”; select “BlueChoice Advantage” from the plan drop-down list.

### HEALTH SAVINGS ACCOUNTS (HSA)

- Available only to employees who are enrolled in the Qualified High Deductible Health Plan. See HSA Q & A for additional information.
- Single contribution maximum for **2021** is **\$3,600** and for family is **\$7,200**. Age 55-64 can contribute an additional \$1,000 catch-up amount.

### GUARDIAN DENTAL INSURANCE

- Full-time employees – eligibility same as above under medical.
- In-network and out-of-network benefits. In-network provides a higher level of benefits with the advantage of receiving network discounts. (See Guardian summary for additional information.)
- Total yearly maximum benefit is \$2,250.
- Orthodontia benefit for children and adults with a LIFETIME benefit maximum of \$1,500. The plan will pay up to 35% of the total charge for the initial placement of braces. After that, benefits are payable during each month of treatment at 50% until you have reached the \$1,500 lifetime benefit maximum.

### EYEMED VISION INSURANCE

- Full-time employees - eligibility same as above under medical. (100% employee-paid)
- In-network and out-of-network benefits. In-network provides a higher level of benefits with the advantage of receiving VSP network discounts. (See Guardian Vision summary for additional information.)

### BASIC & SUPPLEMENTAL LIFE INSURANCE

- Full-time employees (staff & faculty) who work at least 30 hours per week are eligible for coverage and receive basic life insurance in the amount of 2 times salary, to a maximum of \$100,000, at no cost to the employee.
- Supplemental life insurance in increments of \$25,000 may be purchased by the employee to the lesser of 5 x salary or \$500,000 (rates are age-based – see rate sheet). If elected when first hired, medical underwriting is required for amounts over \$250,000. If elected at any other time, medical underwriting is required for all amounts. Premium is paid 100% by the employee.
- Supplemental life insurance for spouses in increments of \$25,000 up to 100% of employee election may be purchased by the employee. If elected when first hired, medical underwriting is required for amounts over \$25,000. If elected at any other time, medical underwriting is required for all amounts. Rates are age-based using employee's date of birth.
- Supplemental life for children in the amount of \$5,000 or \$10,000 (covers 1 or more children ages 6 months to 19 years, or to age 26 if a full-time student). Rate is .60/month for \$5,000 or \$1.20/month for \$10,000.

### SHORT TERM DISABILITY

- Full-time employees (staff & faculty) who work at least 30 hours per week are eligible for coverage.
- Full-time employees receive basic short-term disability insurance, which pays a benefit of 80% of weekly base pay (\$1,500. weekly maximum) beginning on the 8<sup>th</sup> day of disability. There is no cost to the employee.

### LONG-TERM DISABILITY INSURANCE

- Full-time employees (staff & faculty) who work at least 30 hours per week are eligible for coverage.
- Full-time employees receive basic long-term disability insurance, which pays a benefit of 60% of monthly base pay (\$7,500 monthly maximum) beginning on the 91<sup>st</sup> day of disability. There is no cost to the employee.

### LEAVE

- Employees, including 12-month faculty, earn sick leave and annual leave based on length of service and scheduled hours per pay period.
- Employees working 5 days per week (12 months per year) earn 13 days sick leave, 10 days annual leave per year. After 3 years – 15 days annual leave and after 7 years – 20 days annual leave.
- Employees who work less than full-time have leave pro-rated according to percentage of week (and percentage of year, where applicable) employed.
- Ten-month faculty earn sick leave only – 6 days per semester for full-time.

### RETIREMENT

- All regular employees must be enrolled in a basic retirement system. Employees in the Maryland State Retirement System must make a 7% contribution. Employees who qualify for and select the Optional Retirement Program (ORP) do not make a contribution. Optional Retirement Program vendors are TIAA and Fidelity.
- Supplemental retirement (403(b)) annuities are available for purchase by the employee through payroll reduction. The vendors are TIAA and Fidelity.

TUITION BENEFIT - 100% tuition waiver for credit and continuing education classes at CSM for employees (and dependents of full-time employees who work at least 30 hours per week). Fees, books and other costs must be paid by the employee.

FLEXIBLE SPENDING ACCOUNT - Health Care Reimbursement Account maximum is \$2,750 per year and Dependent Care Reimbursement Account maximum is \$5,000 per year. Plan year runs with the fiscal year from July 1 – June 30.