**Additional Benefits**

**Retirement (403B) | University Funded**
After one year of employment, the University will contribute the equivalent of 9 percent of your income to either TIAA-CREF or VALIC. There is no employee contribution required. If you worked as a benefited employee for an educational institution for one full year immediately preceding your employment with Pacific, the one-year waiting period will be waived.

**Supplemental Retirement Annuity (403B) | Employee Funded**
You may start contributing to your retirement account from your first pay date. You may choose to invest with TIAA-CREF or VALIC. IRS maximum limitations apply:
- Plan Contribution and Benefit Limits, for 2015: $18,000.
- Catch-up contributions for employees age 50 and above, for 2015: $6,000.

**Life and Accidental Death and Dismemberment | University Funded**
The University provides each employee with 1 1/2 times their annual salary (to a maximum of $200,000) for both life and AD&D insurance. This is provided at no cost to the employee.

**Supplemental Life Insurance | Employee Funded**
Supplemental Life Insurance gives employees and their spouses flexibility in meeting insurance needs. You may apply for any amount from $10,000 to $500,000, not to exceed five times your covered annual earnings, in $10,000 increments ($30,000, $40,000, $50,000, etc.). An employee can elect to apply for supplemental life insurance at any time. An employee may choose up to $150,000 of coverage within the first 30 days of employment, without having to provide a health history. After that window of time, the employee or spouse must provide a health history. The cost for each $10,000 of Supplemental Life insurance is based upon age. The monthly premium is paid through payroll deduction.

**Employee Monthly Rate Per $10,000 of coverage:**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Cost Every 2 Years</th>
<th>Age Group</th>
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</tr>
</thead>
<tbody>
<tr>
<td>0-19</td>
<td>$0.54</td>
<td>55-59</td>
<td>$5.40</td>
</tr>
<tr>
<td>20-24</td>
<td>$0.67</td>
<td>60-64</td>
<td>$8.36</td>
</tr>
<tr>
<td>25-29</td>
<td>$0.70</td>
<td>65-69</td>
<td>$16.17</td>
</tr>
<tr>
<td>30-34</td>
<td>$0.72</td>
<td>70-74</td>
<td>$26.29</td>
</tr>
<tr>
<td>35-39</td>
<td>$0.93</td>
<td>75-79</td>
<td>$45.50</td>
</tr>
<tr>
<td>40-44</td>
<td>$1.06</td>
<td>80-84</td>
<td>$75.80</td>
</tr>
<tr>
<td>45-49</td>
<td>$1.18</td>
<td>85+</td>
<td>$110.18</td>
</tr>
<tr>
<td>50-54</td>
<td>$1.82</td>
<td>90+</td>
<td>$177.18</td>
</tr>
</tbody>
</table>

**Spouse Monthly Rate Per $10,000 of coverage:**

<table>
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<tbody>
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<tr>
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<td>$1.93</td>
</tr>
<tr>
<td>80-84</td>
<td>$3.22</td>
</tr>
<tr>
<td>85+</td>
<td>$5.72</td>
</tr>
</tbody>
</table>

**Short Term Disability | University Funded**
Staff: Short term disability is provided to benefit eligible staff to protect them from income loss due to extended illness or accidental injury which requires ongoing physician’s care. Short term disability payments are made on a weekly basis once approved. The waiting period is 29 calendar days. On the 30th day short term disability for staff pays 60% of their income with a maximum benefit of $1,500 per week. The benefits are payable for a maximum of 22 weeks after the waiting period is complete. Staff may use accrued sick and vacation time to keep their pay whole during the 29 day waiting period and to cover the difference in pay once the benefits start.

Faculty: Short term disability for benefit eligible faculty pays 100% during the 29 day waiting period, paid by Pacific University. On the 30th day short term disability for benefit eligible faculty is paid at 60% of their income with a maximum benefit of $1,500 weekly for 22 weeks from LifeMap. The remaining 40%, depending on your pre disability earnings will be paid by the University.

**Vacation Time**

**Exempt (Salaried) Employees**
Accrue 13.36 hours per month.

**Non Exempt (Hourly) Employees**
Accrue 0.833 days per month from date of hire to the end of the fifth year, then accrue 1.25 days per month from sixth year to end of the 10th year, then accrue 1.67 days per month at 11+ years.

**FACULTY:** Faculty do not accrue vacation.

**Sick Time**

**Exempt (Salaried) Employees**
30 days of sick time (not accrued).

**Non Exempt (Hourly) Employees**
Accrue 1 day per month.

**Tuition Exchange**
Benefited employees are eligible to apply for this benefit for their dependent children (up to age 24) after one year of employment. The employee’s college-age dependents may apply for a tuition exchange scholarship at other participating institutions.

**Compassionate Leave | University Funded**
Three days of pay.

**Jury Duty | University Funded**
Employees are paid for time spent on Jury Duty.

**Health and Wellness**
As a Pacific University employee, you, your spouse and your dependent children may use the Pacific University Athletic Complex. In addition, Human Resources periodically sponsors wellness brown bag sessions, annual mammogram van campus visits, and “Boxer Bootcamp” program.

**Employee Assistance Program | University Funded**
This benefit provides employees and their families with confidential short-term counseling, financial counseling, legal counseling and dependent and elder care resource and referral. There is also a homeownership program, a personal wellness program, and identity theft services among the other services.

**Tuition Remission | University Funded**
Benefited employees are eligible for waived tuition after one year of employment. The employee, the employee’s spouse, and the employee’s college-age dependents may take undergraduate courses at the University. If you worked at least half-time for an educational institution for one full year immediately preceding your employment with Pacific, the one year waiting period will be waived.

**Tuition Exchange**
Benefited employees are eligible to apply for this benefit for their dependent children (up to age 24) after one year of employment. The employee’s college-age dependents may apply for a tuition exchange scholarship at other participating institutions.
Medical Plans
Choice of two plans | Eligibility: First of the month following your date of hire.

Pioneer Educators Health Trust (Regence)
No need to elect a primary care physician
May self-refer to specialists
In-network coverage for Regence Preferred & Participating Providers:
$500 annual deductible ($1,500 family) applies to out-of-pocket maximum.
$3,500 out-of-pocket maximum ($10,500 family) plus co-pay.

Dental Plans
Choice of three plans | Eligibility: First of the month following your date of hire.

Pioneer Plan | Fee for Service
May use any licensed dentist
Maximum Annual Payout: $1,500 per claimant
Annual Deductible: $50* ($150 family)
Preventive Services: 100%
Routine Services: 80%
Major Services: 50%
Orthodontia: 50% to lifetime maximum of $1,500
*Deductible waived for preventive services.

Costs per month Tier 1* Tier 2*
Employee Only $11.22 $18.67
Employee + Spouse $39.28 $61.69
Employee + Child(ren) $32.31 $53.05
Employee + Family $70.70 $96.07

VSP Voluntary Vision Plan
Must use VSP participating clinics (Pacific University Clinics are participants)

Eye Exams / 12 months $10 co-pay
Lenses / 12 months $25 co-pay for frame and lenses
Frames / 24 months $130 allowance for most frames / $150 allowance for featured brands / 20% discount over your allowance
Contact Lenses $130 allowance with up to $60 co-pay

Kaiser Permanente
Must seek care at a Kaiser facility
No annual deductible
$1,000 out-of-pocket maximum ($2,000 family) including all co-pays
$20 co-pay for doctor’s office visits (primary care)
Lab and X-ray — covered: $20 co-pay
Hospitalization, inpatient — covered 100%
$20 co-pay for Urgent Care

Prescriptions — Three Levels

<table>
<thead>
<tr>
<th>30 day supply at pharmacy</th>
<th>Mail Delivery, 90 day supply</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. $20 Generic drug</td>
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</tr>
<tr>
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</tr>
<tr>
<td>3. $60 Non-preferred brand drug</td>
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</tr>
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</table>

Costs per month Tier 1 Tier 2
Employee Only $94.67 $157.78
Employee + Spouse $315.57 $631.14
Employee + Child(ren) $284.01 $568.03
Employee + Family $30.17 $863.61

Kaiser Permanente
Must seek care at a Kaiser facility
No annual deductible
$1,000 out-of-pocket maximum ($2,000 family) including all co-pays
$20 co-pay for doctor’s office visits (primary care)
Lab and X-ray — covered: $20 co-pay
Hospitalization, inpatient — covered 100%
$20 co-pay for Urgent Care

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Costs per month Tier 1 Tier 2
Employee Only $75.46 $125.77
Employee + Spouse $251.55 $503.10
Employee + Child(ren) $226.39 $452.79
Employee + Family $422.60 $704.33

Questions? | Contact Us

Flexible Spending Accounts | Employee Funded
The University has three flexible spending accounts for you to choose.
These plans allow you to set aside pre-tax dollars to pay for the following uncovered expenses:
1. Health Flexible Savings Arrangements (FSA) Salary Reduction Limit, for health costs: $2,550 annual limit.
2. Dependent care expenses: $5,000 annual limit.
4. Adoption Assistance: $13,400 annual limit.

Kaiser Permanente
Must use Kaiser Dental Clinics

Dental Office Visit Charge: All Visits $5
Maximum Annual Payout: Unlimited
Annual Deductible: $0
Preventive Services: 100% covered after co-pay
Routine Services: 100% covered after co-pay
Major Services: 50% after co-pay
Orthodontia: 50% to lifetime maximum of $3,000

Costs per month Tier 1 Tier 2
Employee Only $12.12 $20.18
Employee + Spouse $40.81 $65.90
Employee + Child(ren) $33.29 $57.40
Employee + Family $71.43 $103.86

* Tier 1: Faculty ≥ 75% FTE; staff ≥ 1,560 hours/year.
* Tier 2: Faculty 62.5% – 74% FTE; staff 1,040 – 1,559 hours/year.

Kaiser Permanente
Must use Kaiser Dental Clinics

Dental Office Visit Charge: All Visits $5
Maximum Annual Payout: Unlimited
Annual Deductible: $0
Preventive Services: 100% covered after co-pay
Routine Services: 100% covered after co-pay
Major Services: 50% after co-pay
Orthodontia: 50% to lifetime maximum of $3,000

Costs per month Tier 1 Tier 2
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