

BRIEF SUMMARY OF BENEFITS - MILLSAPS COLLEGE
Revised January 2012

Employees must sign up for benefits within 30 days of employment. This is especially important for Health Insurance. You cannot get on Millsaps Health Insurance after the 30 days enrollment period without a family status change. Please call Trish Bruce (601-974-1127) or Julie Daniels (601-974-1443) if you have questions. Please remember that Millsaps does not have open enrollment for health insurance.

Life Insurance: No cost to employee - (Carrier - The Standard Life Insurance Company) You are insured for the amount of your annual salary rounded to nearest thousand. Accidental death is 2 times your annual salary.

Optional Life Insurance: (Carrier - The Standard Life Insurance Company) Guaranteed issue - 5X=s your annual salary up to \$200,000. Employee pays full premium. Must sign up within 30 days of employment.

Long Term Disability: No cost to employee. (Carrier - Metlife) There is a 3 month waiting period after you are declared disabled. The long term policy pays 60% of your base pay.

Dental Insurance: (Carrier - MetLife) Employee pays full premium.
Single - \$35.48 ** Employee + Spouse - \$69.91 ** Employee + Child(ren) - \$81.40 ** Family - \$115.84

Health Insurance: Blue Cross Blue Shield of MS - Network
PPO (\$500 deductible) PPO- High Deductible (\$2,000 deductible)

<u>Employee Contributions</u>	<u>Monthly (your cost)</u>	<u>Monthly (your cost)</u>
Employee Only	\$ 236.00	\$205.00
Employee + 1	\$ 540.00	\$465.00
Employee + 2 or more	\$ 647.00	\$554.00

This is the cost to the employee.

You must sign up for this coverage within 30 days of employment.

Prescription Card - \$10 Generic - \$25 Formulary - \$40 Name Brand

90 Day Maintenance Drugs available by mail order. \$20 Generic - \$50 Formulary - \$80 Name Brand

Earned leave time: (regular full time staff employees) 1 day per month (after 10 years - 1.25 day vacation)

Earned sick leave: (regular full time staff employees) 1 day per month

Retirement: (Carrier - TIAA-CREF)

Each month, after 2 years of continuous service to Millsaps, the College contributes 5% of your monthly salary to the retirement program.

Short Term Medical Leave: Available to employees after 2 years continuous service.

Tuition Benefits: - Immediately upon hire, all benefit eligible staff employees, or their spouses, who are interested in pursuing subjects for personal growth and development may take one undergraduate course per semester with tuition waived. This waiver does not include comprehensive fees, private music lessons, room or board.

After three consecutive years of service, reduced tuition for undergraduate course work at the College is available to full-time regular staff employees, and proportionately to eligible part-time regular staff employees, for themselves, their spouses, and their dependent children. The cost is \$20 per undergraduate credit hour up to a maximum of \$300 per semester. Comprehensive Fees, private music lessons, room and board are charged at their usual rates.

Tuition Remission for graduate courses will be equivalent to one-half the normal rate per graduate hour for a maximum of two (2) courses or six (6) graduate hours per semester. All other fees related to graduate enrollment will be charged as stated in the college catalog. Eligibility for Tuition Remission is limited to regular, full-time faculty and staff members and college officers with at least one year of service. Spouses, children or other dependents are not eligible for graduate tuition assistance.

For more information, please see the Millsaps website.

http://www.millsaps.edu/administrative_offices/business_office_faculty_staff_benefit_information.php