

REED COLLEGE BENEFIT SUMMARY - 2011-2012

Type of Benefit	Eligibility	Employees	Dependents	Mandatory	Brief Description	Paid by
Retirement Plan	1 yr service/21 or older	.5 FTE or more	no	yes	10% of annual salary	Employer
Supplemental Retirement Plan (SRA)	Immediate	Regular f.t./p.t.	no	no	Section 403(b) tax deferred annuity plan	Employee
Medical Insurance PIONEER PPO (TPA Regence) Kaiser HMO	30 days or less	.5 FTE or more	yes	yes*	Core plan: Kaiser Preferred Provider Plan with deductible Health Maintenance Organization (HMO) no deductible	Employer or shared
Retirees	Age 55; 20 yrs service	.5 FTE or more	yes	yes	Early Retiree: same as active plans; Age 65 Medicare Supplement Plans	Employer or shared
Retiree Medical Contribution	Begins at age 40	.5 FTE or more	no	yes	Fixed amount determined by the college each year	Employer
Retiree Supplemental Medical	Immediate	.5 FTE or more	no	no	After tax retiree medical account	Employee
Dental Insurance	30 days or less	.5 FTE or more	yes	yes*	Choice of 3 plans: FFS, Willamette Dental, Kaiser Dental	Employer or shared
Insurance Waiver	30 days or less	.5 FTE or more	no	yes*	\$300 health, \$60 dental/yr; pro-rated p.t. Required to have group coverage through spouse/partner	Employer
COBRA	30 days or less	.5 FTE or more	yes	yes	Continued health/dental, flex/EAP benefits	Employee
Flexible Benefit Plan (Section 125 Plan)	30 days or less	.5 FTE or more	yes	no	Pre-tax account for out of pocket expenses Re-enrollment required each plan year	Employee
Disability Insurance	One year of service	.5 FTE or more	no	yes	60% of salary; self insured first 6 mos	Employer
Life Insurance	30 days or less	.5 FTE or more	no	yes	2 times annual salary + ADD, age reduction applies	Employer
AFLAC Supplemental Ins.	30 days or less	Regular f.t./p.t.	yes	no	Individual Supplemental Plans	Employee
Accidental Death/Dismemberment	30 days or less	.5 FTE or more	yes	no	Up to \$250,000 plus % for dependents	Employee
Supplemental Life	30 days or less	.5 FTE or more	yes	no	Up to \$100,000 EE, \$25,000 SP, \$4000 CH	Employee
Travel Insurance	Immediate	.5 FTE or more	no	yes	Up to \$100,000 + ADD when travelling, age reduction applies	Employer
Tuition Remission for Spouse/Partner	Fac-tenure;staff-6 yrs	.5 FTE or more	yes	no	Waive 2/3 tuition at Reed; pro-rated p.t.	Employer
Tuition Remission for Dependent Children	Fac-tenure;staff-6 yrs	.5 FTE or more	yes	no	Full waiver for Reed; 2/3-other colleges; pro-rated p.t.	Employer
Tuition Exchange for Dependent Children	Fac-tenure;staff-6 yrs	Full time only	yes	no	Full waiver of tuition at exchange college, if available	Employer

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4/1/11

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Employee Assistance Program (EAP)	Immediate	.5 FTE or more	yes	yes	Counseling and referral service; 3 visits per issue per Plan year. (April-March)	Employer
Moving Allowance	Immediate	Pres discretion	yes	no	Assistance with moving expenses	Employer
Auto/Homeowners Insurance	Immediate	Regular f.t./p.t.	no	no	Special group rates for auto/home insurance through The Kemper Network Program	Employee
MacLoan Program	6 mos-staff;immed-fac	Full time only	no	no	Loan to purchase computer through college	Employee
Mortgage Loan Program	4th,5th,6th yrs-staff tenured/tenured track*	Full time only Full time only	no no	no no	Loan for down payment to purchase home *see policy	Employee
Paid and unpaid leaves	Varies	Varies				
<b>Other Benefits for Faculty: (partial list)</b>						
Sabbatical	Dean of Fac. discretion					Employer
Professional Travel	Dean of Fac. discretion					Employer
Professional Development	Dean of Fac. discretion					Employer
<b>Other Benefits for Staff: (partial list)</b>						
Vacation	6 months of service	Regular f.t./p.t.			22 days per fiscal year; pro rated part time	
Sick leave	6 months of service	Regular f.t./p.t.			12 days per year; pro rated part time	
Holidays	Immediate	Regular f.t./p.t.			7 days: NY,MLK,Mem,4th,Labor,Thnksgr,Xmas	
Administrative Leave Days	Immediate	Pres. discretion			At Pres. discretion may give addtl. days off	
<b>Mandated benefits:</b>						
Social Security	Immediate	All employees	yes	yes	Federal insurance program	Shared
Worker's Compensation	Immediate	All employees	no	yes	State insurance program	Shared
Unemployment	Immediate	All employees	no	yes	State insurance program	Employer

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