

INDIANA UNIVERSITY/PURDUE UNIVERSITY 2023 EMPLOYEE BENEFITS COMPARISON

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Indiana University
hr.iu.edu/benefits



Purdue University
purdue.edu/hr/Benefits

MEDICAL

- Four coverage levels: employee only, employee & spouse, employee & children, or family
- Premium based on plan, coverage level, and combined IU/IUHP salary.
- Sign Tobacco-free Affidavit each year to certify that you and/or your spouse do not use tobacco to receive \$25 premium reduction (\$50 for both).
- Two plans available to choose from (all within the Anthem PPO network):

ANTHEM PPO HIGH DEDUCTIBLE HEALTH PLAN & HEALTH SAVINGS ACCOUNT (ANTHEM PPO HDHP & HSA)

- **In-network benefits:**
 - Nationwide and overseas network
 - Employee-only: **\$1,800** deductible/**\$3,600** out-of-pocket max
 - All other coverage levels: **\$3,600** deductible/**\$7,200** out-of-pocket max
 - You pay 20% coinsurance for covered services after deductible is met
- **Out-of-network benefits** with separate deductibles/out-of-pocket max

ANTHEM PPO \$500 DEDUCTIBLE

- **In-network benefits:**
 - Nationwide and overseas network
 - Deductible: **\$500** per individual/**\$1,500** family max
 - Out-of-pocket max: **\$2,400** per individual/**\$7,200** family max
 - You pay 20% coinsurance for covered services after deductible is met (excluding prescriptions - see below)
- **Out-of-network benefits** with separate deductibles/out-of-pocket max

- Four coverage levels: employee only, employee & spouse, employee & child(ren) or family
- Premium based on plan, coverage level and salary— https://www.purdue.edu/hr/Benefits/employeebenefits/benefits_enrollment/pdf/2023/2023-Medical-Premiums.pdf
- Acknowledge tobacco status annually. If used in past 12 months, additional \$1000 in medical premium per user is assessed (employee and/or spouse). Tobacco status also impacts premiums for voluntary term life, critical illness and universal life benefits.
- Three plans available to choose from (all within the Anthem PPO HealthSync POS Network)

PREMIER PLAN

- **Three tier network:**
 - **Tier 1 / HealthSync Providers:**
 - Employee-only: **\$1,500** deductible/**\$2,250** out-of-pocket max
 - All other coverage levels: **\$3,000** deductible/**\$4,500** out-of-pocket max
 - **Tier 2 / All other in-network providers:**
 - Employee-only: **\$2,000** deductible/**\$3,250** out-of-pocket max
 - All other coverage levels: **\$4,000** deductible/**\$6,500** out-of-pocket max
 - **Tier 3 / Out-of-network benefits:**
 - Employee-only: **\$3,500** deductible/**\$6,000** out-of-pocket max
 - All other coverage levels: **\$7,000** deductible/**\$12,000** out-of-pocket max

STANDARD PLAN

- **Three tier network:**
 - **Tier 1 / HealthSync Providers:**
 - Employee-only: **\$2,000** deductible/**\$4,250** out-of-pocket max
 - All other coverage levels: **\$4,000** deductible/**\$8,500** out-of-pocket max
 - **Tier 2 / All other in-network providers:**
 - Employee-only: **\$2,750** deductible/**\$5,250** out-of-pocket max
 - All other coverage levels: **\$5,500** deductible/**\$10,500** out-of-pocket max
 - **Tier 3 / Out-of-network benefits:**
 - Employee-only: **\$5,000** deductible/**\$10,000** out-of-pocket max
 - All other coverage levels: **\$10,000** deductible/**\$20,000** out-of-pocket max

LIMITED PLAN

- **Three tier network:**
 - **Tier 1 / HealthSync Providers:**
 - Employee-only: **\$3,000** deductible/**\$5,500** out-of-pocket max
 - All other coverage levels: **\$6,000** deductible/**\$11,000** out-of-pocket max
 - **Tier 2 / All other in-network providers:**
 - Employee-only: **\$4,000** deductible/**\$7,000** out-of-pocket max
 - All other coverage levels: **\$8,000** deductible/**\$14,000** out-of-pocket max
 - **Tier 3 / Out-of-network benefits:**
 - Employee-only: **\$6,500** deductible/**\$13,000** out-of-pocket max
 - All other coverage levels: **\$13,000** deductible/**\$26,000** out-of-pocket max

**PRESCRIPTIONS**

- Included with medical coverage with no additional premium.
- Preventive prescriptions covered at 100%

ANTHEM PPO HDHP & HSA

- **In-network:**
 - **20%** coinsurance after deductible

ANTHEM PPO \$500 DEDUCTIBLE

- **In-network:**
 - **30-Day Retail Supply:** Tier 1 / \$8, Tier 2 / \$25, Tier 3 / \$45
 - **90-Day Mail Order or Retail Supply:** Tier 1 / \$20, Tier 2 / \$62, Tier 3 / \$112
 - **30-Day Specialty Supply:** Tier 1 / \$20, Tier 2 / \$62, Tier 3 / \$112
 - In-network prescription out-of-pocket max: **\$6,700** per individual/**\$11,000** family max

- Included with medical coverage with no additional premium.
- Learn more: <https://www.purdue.edu/hr/Benefits/prescription>

ALL MEDICAL PLANS - RETAIL

- **Generic preventive** prescriptions covered at 100%
- **Generic non-preventive:** Deductible, then actual cost up to max of \$10
- **Preferred Brand Preventive:** No deductible, 35% to max of \$50
- **Preferred Brand Non-Preventive:** Deductible, then 35% to max of \$50
- **Non-Preferred Brand Preventive:** No deductible, 50% up to max of \$75
- **Non-Preferred Brand Non-Preventive:** Deductible, then 50% up to max of \$75
- **Specialty:** Deductible then 55% up to max of \$250

ALL MEDICAL PLANS - 90-DAY MAIL ORDER

- **Generic preventive** prescriptions covered at 100%
- **Generic non-preventive:** Deductible, then actual cost up to max of \$20
- **Preferred Brand Preventive:** No deductible, 35% to max of \$100
- **Preferred Brand Non-Preventive:** Deductible, then 35% to max of \$100
- **Non-Preferred Brand Preventive:** No deductible, 50% up to max of \$150
- **Non-Preferred Brand Non-Preventive:** Deductible, then 50% up to max of \$150
- **Specialty:** Deductible then 55% up to max of \$250

VISION

- Included with medical coverage with no additional premium through Anthem Blue View Vision
- Annual eye exam (\$10 copay) and eye wear (frames, lenses, contacts) with specific allowances.

- Separate plan through VSP
- No employee premium; full cost covered by Purdue
- Annual WellVision Exam (\$5 copay) and eye wear (frames, lenses, contacts) with specific allowances.
- Additional benefits include lens enhancement and computer user allowances.
- Learn more: <https://www.purdue.edu/hr/Benefits/vision/index.php>

HEALTH SAVINGS ACCOUNT (HSA)

- Requires enrollment in Anthem PPO HDHP
- Tax-free savings account for qualified healthcare expenses
- Minimum HSA annual contribution: **\$300**
- Maximum HSA annual contribution: **\$3,850** employee-only/**\$7,750** all other coverage levels
 - Annual age 55 & older catch-up contribution: **\$1,000**
- IU's annual contribution: **\$1,300** employee-only/**\$2,600** all other coverage levels

- Requires enrollment in a Purdue CDHP medical plan
 - Health Reimbursement Account (HRA) available for those who do not qualify for an HSA. HRAs do not allow employee contributions, only Purdue contributions, and funds do not carry over year to year.
- Tax-free savings account for qualified healthcare expenses
- Minimum HSA annual contribution: **\$100**
- Maximum HSA annual contribution: **\$3,850** employee only/**\$7,750** all other coverage levels
- Purdue's base annual contribution (HSA and HRA): **\$200** employee only/**\$400** all other coverage levels
- Purdue's wellness contribution (HSA and HRA): **\$450** employee only/**\$900** all other coverage levels
- Learn more: https://www.purdue.edu/hr/Benefits/HSA_FSA



DENTAL

CIGNA DENTAL PPO

- Four coverage levels: employee only, employee & spouse, employee & children, or family
- Premium based on coverage level and combined IU/IUHP salary.
- Preventive cleanings/exams: Two per member per year covered at **100%**
- Deductible = **\$25** per member
- Annual benefit limit = **\$1,200** per member (for each member who receives at least one preventive cleaning/exam per calendar year, their annual benefit limit will increase by \$100 in the subsequent year, up to a \$1,500 maximum)
- Child orthodontia = **\$1,000** lifetime limit

DELTA DENTAL PPO

- Four coverage levels: employee only, employee & spouse, employee & children, or family
- Preventive cleanings/exams: Two per member per year covered at **100%** (all plans)
- Learn more: <https://www.purdue.edu/hr/Benefits/dental>
- Three plan options:
 - Preventive Only**
 - No employee premium, costs fully covered by Purdue
 - No deductible
 - Annual benefit limit = **\$500**
 - Option 1**
 - Includes preventive plan coverage
 - Allows both in-network and out-network provider utilization with deductibles varying by network
 - Covers child orthodontia = **\$1,600** in-network lifetime limit; **\$500** out-of-network lifetime limit
 - Annual benefit limit = **\$1,600** in-network; **\$500** out-of-network
 - Option 2**
 - Includes preventive plan coverage
 - Allows only in-network provider utilization
 - Annual benefit limit = **\$1,000**

FLEXIBLE SPENDING ACCOUNTS

HEALTHCARE ACCOUNT

- Special limitations apply if you're also enrolled in a Health Savings Account (HSA)
- Contribute up to **\$2,850** pre-tax
- Requires annual election
- Up to \$570 of unused funds carries over into next plan year

DEPENDENT CARE ACCOUNT

- You may enroll in a Dependent Care Account regardless of medical election and in addition to a Healthcare FSA
- Contribute up to **\$5,000** per household
- Requires annual election
- Unused funds do not rollover year-to-year and are forfeited after 2 1/2 month grace period

HEALTHCARE ACCOUNTS

- You may enroll in a Limited Purpose FSA or Healthcare FSA depending on whether you have a HSA or HRA.
- Contribute up to **\$2,850** pre-tax
- Unused funds do not rollover year-to-year and are forfeited after 90-day runout period

DEPENDENT CARE ACCOUNTS

- You may enroll in a Dependent Care Account regardless of medical election and in addition to a Healthcare FSA
- Contribute up to **\$5,000** per household
- Unused funds do not rollover year-to-year and are forfeited after 90-day runout period

Learn more: https://www.purdue.edu/hr/Benefits/HSA_FSA

BASIC LIFE INSURANCE

- Death benefit = **2X annual IU base salary up to \$50,000 maximum**
- AD&D benefit = **2X annual IU base salary up to \$50,000 maximum**
- Provides insurance for eligible dependents: **\$3K** for spouse/**\$1K** for children
- Additional Services: Emergency Travel Assistance, Life Services Toolkit (assistance with estate planning, funeral arrangements, etc.)

- Employer paid death benefit = **1.5X annual budgeted Purdue salary, not to exceed \$500k**
- Employees may choose to limit the employer paid death benefit to \$50k
- AD & D benefit = **\$15,000**
- Additional services: financial counseling, legal services, travel assistance, identity theft resolution
- Learn more: <https://www.purdue.edu/hr/Benefits/LVB>



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SUPPLEMENTAL LIFE INSURANCE

- Voluntary plan
- Can elect from **1–4X annual IU salary** benefit amount

- Voluntary plan
- Can elect from **1 – 8X annual Purdue salary** benefit amount, not to exceed \$2,000,000
 - At initial enrollment, can elect up to 3X Purdue salary (not to exceed \$500,000), without evidence of insurability
- Learn more: <https://www.purdue.edu/hr/Benefits/LVB>

DEPENDENT SUPPLEMENTAL LIFE INSURANCE

- Voluntary plan, must be enrolled in Supplemental Employee Group Life Insurance
- Spouse Options: **\$10,000, \$20,000, \$30,000, or \$45,000**
- Child(ren) Option: **\$10,000** per child (up to age 26)

- Voluntary plan
- Spouse Options: elect coverage in **\$10,000 increments**, not to exceed the lesser of \$200,000 or the employee's total coverage amount
- Child(ren) Option: **\$10,000 or \$20,000** for children up to age 26
- Learn more: <https://www.purdue.edu/hr/Benefits/LVB>

SUPPLEMENTAL ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE

- Voluntary plan available for employee and eligible dependents
- Living and death benefits
- Benefit amounts for employee or family: **\$30,000–\$500,000**

- Voluntary plan for employee and eligible dependents
- Living and death benefits; never requires evidence of insurability
- Benefit amounts:
 - Employee: coverage in **\$10,000 increments, up to \$1,000,000**
 - Spouse: coverage in **\$10,000 increments, up to \$300,000**
 - Children: coverage in **\$10,000 increments, up to \$50,000**
- Learn more: <https://www.purdue.edu/hr/Benefits/LVB>

LONG-TERM DISABILITY INSURANCE

- Voluntary benefit
- Replaces up to **60% of IU salary up to \$10,000 per month** max
- 90- or 180-day waiting period
- Optional annuity contribution benefit which makes a contribution equal to 10% of your base salary to a retirement annuity fund

- Mandatory enrollment
- Premium shared with Purdue 50/50
- Replaces **65% of annual Purdue salary**, plus 65% of most recent summer session earning if academic year employee
- 90- or 180-calendar-day elimination period, depending on position
- Learn more: <https://www.purdue.edu/hr/Benefits/LTD/ltd.php>

TUITION BENEFIT

- Provides a subsidy towards tuition costs for Indiana University courses (including Advance College Project (ACP) courses), and a tuition waiver for IU High School courses.
- Available to employees and retirees, and their spouses and dependent children.

- Provides subsidy towards tuition costs for Purdue University and Purdue Global courses.
- Available to employees and retirees, and their spouses and dependent children.
- Learn more: <https://www.purdue.edu/bursar/faqs/staff-remission.php>



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Purdue University
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BASE RETIREMENT PLAN

IU RETIREMENT PLAN

- Recordkeeper: Fidelity
- Academic and exempt staff employees
- 403(b) defined contribution plan
- Employer contribution = **10% of annual IU base salary**
- Three year cliff vesting

IU RETIREMENT & SAVINGS PLAN

- Recordkeeper: Fidelity
- 50% or more FTE support and services staff employees, and temporary with retirement employees hired after July 1, 2013
- 401(a) defined contribution plan
- Employer contribution = **10% of annual IU base salary**
- Three year cliff vesting

PURDUE STANDARD RETIREMENT AND SAVINGS PLAN

- Recordkeeper: Fidelity
- Executive, Faculty, Management and Professional positions
- 403(b) base – **10% of Purdue annual salary** – Employer contribution
 - Some positions will have three year waiting period for employer contribution
 - Immediate vesting
- 401(a) mandatory – **4% of Purdue annual salary** – Employee pre-tax contribution
 - Immediate vesting, no waiting period

PURDUE MATCHING RETIREMENT AND SAVINGS PLAN

- Recordkeeper: Fidelity
- Administrative Operation and Technical skills positions
- Immediate vesting, no waiting period
- 403(b) base with match – **4% of Purdue annual salary** – Employer contribution
 - Purdue will match employee's contribution up to an additional 4%
 - Three year cliff vesting
- 403(b) voluntary – **5% of Purdue annual salary** – Employee pre-tax contribution, auto-enrolled with option to change any time

Learn more: <https://www.purdue.edu/hr/Benefits/retirees>

SUPPLEMENTAL RETIREMENT PLANS

- Recordkeeper: Fidelity
- Make pre-tax or after-tax (Roth) contributions
- Immediate vesting
- Withdrawals allowed upon separation or at age 59 ½ while still employed by IU
- Enroll in one or both plans:

IU TAX DEFERRED ACCOUNT (TDA) PLAN—403(B)

- Automatically enrolled at 5% contribution level with option to waive/change any time
- Defer up to IRS limit annually (**\$22,500 for 2023**; additional **\$7,500 catch-up** if age 50+)

IU 457B RETIREMENT PLAN—457(B)

- Defer up to IRS limit annually (**\$22,500 for 2023**; additional **\$7,500 catch-up** if age 50 or older **OR** additional \$22,500 catch-up for those age 62, 63, & 64 if special eligibility requirements are met)

- Recordkeeper: Fidelity
- Immediate vesting
- Enroll in one or both plans:



VOLUNTARY 403(B)

- Contribute **1% - 85% of Purdue annual salary** right away
- Contribute pre-tax and pay taxes at time of withdrawal
- After-tax Roth option
- Loan provision
- Withdrawals allowed at age 59 ½, age 55 and separated, or severe financial hardship

VOLUNTARY 457(B)

- Contribute **1% - 85% of Purdue annual salary** right away
- Contribute pre-tax and pay taxes at time of withdrawal
- Withdrawals allowed at separation

Learn more: <https://www.purdue.edu/hr/Benefits/retirees>

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<p>OTHER BENEFITS</p>	
<ul style="list-style-type: none"> • Phased Retirement Program for Faculty • SupportLinc Employee Assistance Program (EAP) • Telehealth (medical, behavioral health, and dental) • 24-Hour Nurseline • Care@Work by Care.com (child, elder, home, pet care) • Quit for Life® tobacco cessation program • Weight Watchers membership • Healthy IU, Work+Lie programming and resources 	<ul style="list-style-type: none"> • Phased Retirement Program for Faculty • SupportLinc Employee Assistance Program • Telehealth (medical and behavioral health) • 24-hour Nurseline • Accident Insurance • Auto and Home Insurance • Legal Services • Long term care Insurance • Pet Insurance • Supplemental Hospital Insurance
<p>LEAVES/TIME OFF</p>	
<ul style="list-style-type: none"> • Time off for staff employees: https://hr.iu.edu/relations/pto.html <ul style="list-style-type: none"> — Summary of paid time off for exempt staff: https://hr.iu.edu/relations/pto_exempt.html — Summary of paid time off for non-exempt staff: https://hr.iu.edu/relations/pto-nonexempt.html • Leaves for academic appointees: https://policies.iu.edu/policies/aca-47-leaves-for-academic-appointees/index.html 	<ul style="list-style-type: none"> • Leaves of absence for positions classified as executive, faculty, management and professional: https://www.purdue.edu/hr/Benefits/LTD/specific_leaves.php • Leaves of absence for positions classified as administrative & operational support and skilled trades: https://www.purdue.edu/hr/Benefits/LTD/leaves_specific_Clerical_Service.php • University holidays: https://www.purdue.edu/hr/Benefits/LTD/holidays.php • Leave Policy: https://www.purdue.edu/policies/human-resources/vie2.html
<p>BENEFITS ENROLLMENT</p>	
<ul style="list-style-type: none"> • Benefits enrollment through <i>Employee Center</i> at one.iu.edu • Enrollment instructions: hr.iu.edu/enroll/index.html 	<ul style="list-style-type: none"> • Benefits enrollment via BenefitFocus through OneCampus (one.purdue.edu) • Enrollment instructions: https://www.purdue.edu/hr/Benefits/employeebenefits/benefits_enrollment/pdf/Benefitfocus_New_Hire_Enrollment_Instructions_Quick_Reference.pdf
<p>CONTACT INFORMATION</p>	
<p>IU HUMAN RESOURCES CUSTOMER CARE 812-856-1234 askhr@iu.edu</p>	<p>PURDUE HUMAN RESOURCES SERVICE CENTER 765-494-2222; Toll Free 877-725-0222 hr@purdue.edu www.purdue.edu/hrhelp (secure communication for secure matters)</p>