



Benefits Overview for Public Safety

Blue Cross Blue Shield of RI-HealthMate Coast to Coast

Individual Bi-weekly Cost \$27.50

Family Bi-weekly Cost \$73.16

\$25 Office Visit Co-pay, \$25 Office Visit Co-pay for Specialist

\$100 ER Co-pay

\$25 Walk-in Co-pay

\$15 Generic/\$25 Preferred Brand Name/\$40 Non Preferred Brand Name

In-Network Deductible: ^[1]

\$2,000 Individual—Employee pays first \$250 per calendar year; University pays remainder

\$4,000 Family - Employee pays first \$500 per calendar year; University pays remainder

Out of Network Deductible and Coverage: See Summary of Benefits in Blue Cross Package

Delta Dental of RI

Individual Bi-weekly Cost \$1.43

Family Bi-weekly Cost \$4.66

\$1,200 per person annual maximum

Preventative and minor restorative services covered at 100%

Periodontal and major restorative services covered at 50%

Orthodontics for dependent children covered at 50% up to \$1,100 lifetime maximum

No deductible

Lesser of annual individual cost or \$3,000 for waiver of individual or family medical and dental

100% Employer paid Term Life Insurance (\$50,000 death benefit)

100% Employer paid Short and Long Term Disability Insurance

Short Term Disability will supplement Rhode Island Temporary Disability Insurance for 24 weeks

Long Term Disability will pay up to 60% of your base pay if disabled for more than 26 weeks

403(b) with TIAA-CREF or VALIC Retirement

Contribute 5% of salary and RWU will contribute 8% of salary

2 year waiting period to begin contributions and receive match

Immediate vesting.

Accrue up to 12 paid vacations days in 1st year

Accrue up to 15 paid sick days per year

15 paid holidays per year

3 or 5 paid bereavement days depending on relationship of deceased

Tuition Remission for employee, spouse, or dependent child for appropriately authorized educational programs at RWU ^[2]

Tuition Exchange and Council for Independent Colleges participation for spouse and dependent child(ren) ^[2]

Flexible Spending Plan for Unreimbursed Healthcare, Day Care and Transportation Expenses

Worker's Compensation

Direct Deposit

Free Parking

[1] Review Health Reimbursement Arrangement plan for further information

[2] Eligible after 6 months of continuous full-time employment.

See Collective Bargaining Agreement and specific policies for full information regarding coverage, restrictions and other requirements.