



Benefits Overview for School of Law Professional Staff

Blue Cross Blue Shield of RI-HealthMate Coast to Coast
Individual Bi-weekly Cost is 1.25% of base salary^[1]
Family Bi-weekly Cost is 2.5% of base salary^[2]
\$25 Office Visit including Specialists
\$100 ER Co-pay
\$25 Walk-in Co-pay
\$15 Generic/\$25 Preferred Brand Name/\$40 Non Preferred Brand Name
In-Network Deductible:^[3]
\$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
100% Employer paid
RWU Cost for Individual Coverage per Month \$31.28
RWU Cost for Family Coverage per Month \$101.01
\$1,200 per person annual maximum
100% Preventative and minor restorative services
50% Periodontal and major restorative services
50% Orthodontics for dependent children up to \$1,200 lifetime maximum
50% Single Tooth Implants and Tissue Regeneration
No deductible

Buyback available if medical and dental insurance is waived
Family Medical and Dental Buyback \$3,000 per year (\$250 monthly)
Individual Medical and Dental Buyback \$1,100 per year (\$91.66 monthly)

100% Employer paid Term Life Insurance (\$60,000 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
No waiting period to begin contributions and receive match
Immediate vesting

Accrue up to 20 paid vacations days per year (amount varies per years of service: see Vacation Policy for full information)
Accrue up to 15 paid sick days per year
15 paid holidays per year
5 paid bereavement days depending on relationship of deceased
Tuition Remission for employee, spouse, and/or dependent child for appropriately authorized educational programs at RWU excluding the School of Law^[4]
Tuition Reimbursement for employee for classes taken at another institution^[4]
Tuition Exchange and Council for Independent Colleges participation for spouse and dependent child(ren)^[4]
Flexible Spending Plan for Unreimbursed Health, Dependent Care and Transportation Expenses
Worker's Compensation
Free Parking

*These benefits are subject to change and should not be construed as an employment agreement.
See specific policies for full information regarding eligibility, coverage, restrictions and other requirements.*

[1] Subject to a current cap of \$1,500 or 25% of current annual premium, whichever is less.

[2] Subject to a current cap of \$3,000.

[3] Review Health Reimbursement Arrangement for further details

[4] Eligible after six months of full time employment