

# THE UNIVERSITY OF RHODE ISLAND

## Benefit summary for Classified Employees

URI is an E-verify employer

Listed below is general information on State employee benefits for eligible URI employees.  
For more specific information please visit our website or call 874-9054.  
[www.uri.edu/hr](http://www.uri.edu/hr)

**Internal Payroll (IP) employees are not eligible for benefits.**

<p><b>Health Insurance</b></p>	<p>Individual or family health coverage is available to eligible State employees (eligible is: 20 hours/week and with an appointment of 6 months or more.) <b>Employees pay a co-share towards their health coverage.</b></p> <ul style="list-style-type: none"> <li>• Medical coverage is with UnitedHealthcare (UHC)</li> <li>• Dental coverage is with Delta Dental</li> <li>• Vision coverage is with Vision Service Plan (VSP)</li> </ul> <p>Although coverage begins on your first day of employment or eligibility date, it may take up to 30 days from your hire date to receive your membership cards.</p>
<p><b>Employee Retirement System of Rhode Island (ERSRI)</b></p>	<p>A <u>classified</u> State employee who meets the State's eligibility requirements, i.e., works 20 hours or more and employment is not limited to six months or less is <b>required</b> to participate in the ERSRI retirement pension.</p> <p>Effective July 1, 2012, employees will contribute 8.75% of their salary before taxes. 3.75% goes towards a defined benefit pension plan and 5% is contributed to a 401(a) defined contribution retirement plan. An additional 1% will be contributed by your employer (there is a three year vesting period of this employer contribution.)</p> <p>An application, beneficiary form and membership booklet will be mailed to the employee's home by ERSRI.</p> <p>Completed forms should be returned to URI Employee Benefits.</p>
<p><b>Life Insurance (Aetna)</b></p>	<p>Eligible employees may purchase basic and supplemental life insurance through payroll deduction. Coverage is with Aetna Life Ins and employees pay <u>the full cost</u> for both basic and supplemental coverage (based on annual salary up to \$150,000 each.) Eligible employees are automatically enrolled in the basic group life insurance and premiums are payroll deducted unless application form indicates an election to <u>waive coverage</u> and form is submitted to the benefits rep.</p> <p>Rates are available on our web site.</p>
<p><b>Tuition Waiver</b></p>	<p>URI State employee must work full time and be actively employed before the first day of class to be eligible. Eligibility is dependent upon union status. More information at <a href="http://www.uri.edu/hr/benefits/tuition.html">www.uri.edu/hr/benefits/tuition.html</a>, or call Dawn Smith at 874-5567.</p>

<b>Flexible Spending Account</b>	Employees are allowed to payroll deduct a portion of their gross income on a pre-tax basis for the payment of out of pocket medical expenses up to \$2500 per year.
<b>Dependent Care</b>	Employees can payroll deduct up to \$5,000 per year on a pre-tax basis for dependent care expenses.
<b>Other Voluntary Benefits</b>	<p><b>Available as a new hire or during open enrollment:</b>  <b>AFLAC</b> offers: <i>Cancer protection insurance plan</i>, and <i>Short-Term Disability</i> (available to employees working 30 or more hours a week)</p> <p><b>Available as a new hire or during open enrollment:</b>  Legal Insurance (for personal legal issues, ex. wills, etc.)</p> <p><b>Available at any time:</b></p> <ul style="list-style-type: none"> <li>• CollegeBoundfund - 529 plan</li> <li>• Deferred Compensation 457(b) (TIAA-CREF, Valic, or ING/Aetna)</li> <li>• TreasuryDirect</li> </ul>
<b>Vacation</b> (check your union contract)	<p>In general, based on full-time eligibility, classified employees receive 10 vacation days per year.  Days increase every 5 years up to 25 years of service.</p> <p>Prorated for part-time eligible employees.</p>
<b>Sick Leave</b> (check your union contract)	<p>In general, based on full-time eligibility, classified employees receive 15 sick days per year.</p> <p>Prorated for part-time eligible employees.</p>
<b>Personal Leave</b> (check your union contract)	<p>In general, based on full-time eligibility, classified employees receive 4 personal leave days per year.</p> <p>Prorated for part-time eligible employees.</p>

**Visit: [www.uri.edu/hr/benefits/leaves.html](http://www.uri.edu/hr/benefits/leaves.html) for a breakdown**