

2023 Employee Benefits

Luther College offers a robust benefit program to eligible employees. This benefit package is designed to support you during your time as an employee and to encourage you to be an active participant in our campus life.

Health, Vision, and Dental Benefits

Luther College offers two self-funded medical plans to its employees: a “traditional” PPO plan and a High-Deductible Health Plan (HDHP). Both plans use [United Healthcare’s Choice Plus Network](#) of healthcare providers nationwide. You can elect coverage for yourself, yourself and one immediate family member, or yourself and your immediate family. Health coverage includes limited vision benefits. See the following pages for more details.

Luther offers a self-funded dental insurance plan through Delta Dental of Iowa. Employee premiums are \$39/month for single coverage or \$84/month for family coverage.

Retirement Plan

The college sponsors a 403(b) retirement plan to assist employees in setting aside funds to meet their individual retirement needs. Upon hire, employees may contribute a percentage of their gross income each paycheck on either a pre-tax or post-tax (“Roth”) basis. The plan offers a menu of approximately 20 investment options you can choose from to determine how your money will grow.

To encourage employees to participate in this plan Luther offers an employer contribution. If you contribute at least 3% of your gross income then Luther will make a 5% employer contribution.

Life and Accidental Death Insurance

As an employee, you will be provided with basic life and accidental death & dismemberment insurance equal to two times your annual base salary, up to a maximum benefit of \$275,000. In the event of accidental death, the value of the coverage is doubled. Luther pays the full premium for this benefit on your behalf.

You may also enroll in supplemental life insurance coverage for yourself, your spouse, and your children, subject to restrictions.

Tuition Benefit

Luther offers tuition benefits in three different forms:

- Employees and immediate family members are entitled to take up to one course each semester, for credit, free of charge, up to a maximum of 8 credits per year.
- Employee spouses and children who are admitted to Luther College receive a 90% tuition waiver. This benefit phases in over your first five years of employment.
- Employee children receive various tuition waivers to attend college at schools participating in the [Network of ELCA Colleges and Universities \(NECU\)](#) tuition exchange program, the [Associated Colleges of the Midwest \(ACM\) Tuition Remission Exchange Program](#), or the national [Tuition Exchange](#) program.

Holidays, Paid Time Off, and Leaves

Luther College strives to provide a healthy work-life balance for its employees and provides a number of paid time off and leave programs to support that goal.

- **Holidays.** Our paid holiday calendar includes 2+ days around Thanksgiving, Christmas Eve through New Year's Day, Good Friday, Memorial Day, Juneteenth, and Independence Day.
- **Paid Time Off (PTO).** As a new staff employee, you will earn paid time off at a rate of 6 weeks PTO per full calendar year worked (PTO accruals are pro-rated for part-time employees). Paid time off is intended to be flexible and can be used for sick time, personal time, vacation time, or for other leaves. PTO accrual rates increase at 5 and 10 years of service. PTO never expires, you can accumulate up to 360 hours of PTO, and PTO balance is paid out at 50% at termination of employment.

Leaves. Luther offers a number of other leave programs, including family and medical leave, limited disability leave, parental leave (six weeks paid to either new mothers or new fathers for natural birth or adoption), funeral leave, and more.

Campus Benefits

We encourage you to participate in our community of faith and learning!

- You are welcome to attend a wide range of educational, artistic, and cultural events on campus, either free or with an employee discount, including: the [distinguished lecture series](#), [Christmas at Luther](#) and other [music ensemble performances](#), the Center Stage Series, events and book groups sponsored by the [Center for Ethics and Public Engagement](#), [Civic Sustainability Initiative](#) forums, and much more!
- Employees may patronize [Preus Library](#), with borrowing privileges, interlibrary loan, free online New York Times subscription, and a cornucopia of other resources.
- You will have access to our athletics facilities, including the [Legends Fitness for Life Center](#), the [Sports and Recreation Center](#), the [Aquatics Center](#), the outdoor track at [Carlson Stadium](#), tennis and racquetball courts, and the [cross-country course](#). You may attend all on-campus athletics events free of charge.
- You are invited to attend [weekday chapel services](#) on Monday, Wednesday, and Friday.
- Employees are eligible for [technology benefits](#), including academic pricing discounts, used equipment sale, free personal software licenses, and LinkedIn Learning.
- Each year, Luther College reimburses 50% of a [community supported agriculture \(CSA\) share](#) up to \$100.
- Employees receive a 20% discount at the [Luther Book Shop](#).

Additional Information

For more information on these benefits and eligibility information, please visit the Human Resources website at www.luther.edu/hr or email Human Resources at hr@luther.edu.

2023 Medical Plan Information

Luther College will continue to offer two different medical benefit plan options through UMR and RxBenefits. Both plans feature a broad network of doctors, hospitals, pharmacies, and other health care providers. To locate an in-network provider, go to www.UMR.com and click on "Find a provider"; for details on RxBenefits, please visit contact RxBenefits Member Services at 1-800-334-8134 or RxHelp@rxbenefits.com.

| All Details Shown for <u>In-Network</u> Benefits | \$1,000 PPO Plan ("Traditional" Plan) | High Deductible Health Plan (HDHP) |
|--|--|---------------------------------------|
| Medical Deductible | | |
| Single | \$1,000 | \$3,000 |
| EE+1 or Family | \$2,000 | \$6,000 |
| Medical Out-of-Pocket (OOP) Max | | |
| Single | \$4,500 | \$4,500 |
| EE+1 or Family | \$9,000 | \$9,000 |
| Annual College HSA Contribution | | |
| Single | Not Applicable | \$300 |
| EE+1 | | \$600 |
| Family | | \$900 |
| Office Visits | | |
| Preventive | Plan Pays 100% | Plan Pays 100% |
| Primary Care / Urgent Care | \$40 Copay | Deductible then 90% |
| Convenience Care / Telemedicine (CVS, Walgreens, Target, Teladoc, etc.) | \$20 Copay | Deductible then 90% |
| Specialist | \$40 Copay | Deductible then 90% |
| PT/OT/ST, Chiropractic, Acupuncture | \$40 Copay | Deductible then 90% |
| Professional Services | | |
| Mental/Behavioral Health | Deductible then 80% | Deductible then 90% |
| Emergency Room | Deductible then 80% | Deductible then 90% |
| Diagnostic (Lab) | Deductible then 80% | Deductible then 90% |
| Diagnostic (X-ray, MRI, CT Scans) | Deductible then 80% | Deductible then 90% |
| Hospital | | |
| Inpatient and Outpatient | Deductible then 80% | Deductible then 90% |
| Prescription | | |
| Preventive Rx | Plan Pays 100% | Plan Pays 100% |
| Generic | \$10 Copay | Deductible then 90% |
| Preferred Brand | \$40 Copay | Deductible then 90% |
| Non-Preferred Brand | \$75 Copay | Deductible then 90% |
| Specialty | Member pays 20% up to \$200 | Deductible then 90% |
| Vision | | |
| Children's Eye Exam | Plan Pays 100% | Plan Pays 100% |
| Adult Eye Exam | \$150 benefit per calendar year | \$150 benefit per calendar year |

Important Notes:

- ➡ This is a synopsis of coverage only; the Summary Plan Description (SPD) contains exclusions and limitations that are not shown here. Please refer to the SPD for the full scope of coverage.
- ➡ In-network services are based on negotiated charges

2023 Medical Plan Rates

As in past years, how much you pay out of your paycheck for Luther College's medical plans depends on your plan selection, your annual salary, and who you are covering on the plan. Please note that the Total Monthly Premiums listed below are estimates at this time and may change. Rates for 2023 are as follows:

| Monthly Rates | Plan Option 1 \$1,000 PPO | Plan Option 2 - \$3,000 HDHP with HSA | Plan 1 vs. Plan 2 Annualized Difference |
|---------------------------------------|------------------------------|---|---|
| Single Coverage | | | |
| Total Monthly Premium | \$772 | \$721 | |
| Employee Monthly Contribution: | | | |
| Salary Tier 1 (< \$40,000) | \$118 | \$95 | \$276 |
| Salary Tier 2 (\$40,000 - \$60,000) | \$144 | \$121 | \$276 |
| Salary Tier 3 (> \$60,000) | \$179 | \$156 | \$276 |
| Employee + 1 Coverage | | | |
| Total Monthly Premium | \$1,459 | \$1,363 | |
| Employee Monthly Contribution: | | | |
| Salary Tier 1 (< \$40,000) | \$305 | \$262 | \$516 |
| Salary Tier 2 (\$40,000 - \$60,000) | \$439 | \$396 | \$516 |
| Salary Tier 3 (> \$60,000) | \$556 | \$513 | \$516 |
| Family Coverage | | | |
| Total Monthly Premium | \$2,018 | \$1,873 | |
| Employee Monthly Contribution: | | | |
| Salary Tier 1 (< \$40,000) | \$379 | \$311 | \$816 |
| Salary Tier 2 (\$40,000 - \$60,000) | \$527 | \$459 | \$816 |
| Salary Tier 3 (> \$60,000) | \$667 | \$599 | \$816 |

- Employee + 1 includes the following situations:
 - Employee + spouse
 - Employee + 1 child (no spouse)
- Both spouses employed at Luther College with no children should elect two single coverages
- Both spouses employed at Luther College with family coverage: employee contribution is based on the spouse with the higher salary tier