

**Morehead State University**

# **2009 Summary of Benefits**

**For Regular, Full-time  
Morehead State University  
Employees**

**Faculty (F)  
Staff (S)  
All (A)**

**OFFICE OF HUMAN RESOURCES**

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**Customer Service  
Continuous Improvement  
Choices**

1. **Social Security Tax (A)** – 7.65 % of each employee’s pay up to \$72,600 (6.2% for OASDI). The 1.45% for Medicare Hospital Insurance (HI) applies to all wages. Employee and MSU each pays the same amount.
2. **Kentucky Teachers’ Retirement System (KTRS) (F & Professional S)** – As of July 1, 2008: 14.84% of salary paid by MSU; 7.16% of salary paid by employee. Contribution rates are subject to change July 1.
3. **Optional Retirement Plan (F & Professional S)** – Member may elect to participate in a 403(b) annuity plan with TIAA-CREF, VALIC, or AETNA rather than the KTRS. 8.74% of salary paid by MSU; 6.16% of salary paid by employee. The MSU contribution is subject to change, see KRS 161.589. Contribution rates are subject to change July 1.
4. **Kentucky Employees Retirement System (KERS) - Nonhazardous (S)** - As of September 1, 2008 10.01% of salary paid by MSU 6% paid by employee.  
Disability Benefits - Under KERS, employee must have at least 60 months of service to qualify. Benefit is based upon employee’s age and years of service in the Kentucky Retirement Systems. Contribution rates are subject to change July 1.
5. **Kentucky Employees Retirement System (KERS) - Hazardous (S)** - 24.25% of salary paid by MSU; 8% of salary paid by employee. Contribution rates are subject to change July 1.  
Disability Benefits - Under KERS, employee must have at least 60 months of service to qualify, unless disability resulting from an act in the line of duty, which is effective on the first day of participation. Benefit is based upon employee’s age and years of service in the Kentucky Retirement Systems.
6. **Health Insurance administered by Humana (A)** - THREE plans offered: 1) Consumer Driven Health Plan (CDHP) and 2) Point of Services (POS) and High Deductible Plan (HDP). Three tier coverage available: Single, Two-Person and Family. Following are **monthly** premiums:

- Incentives:**
1. Employee completes Humana Health Assessment (HHA)
  2. Employee (and spouse if covered on health plan) are non-tobacco users

NO INCENTIVES		1 INCENTIVE		2 INCENTIVES	
CDHP	COST	CDHP	COST	CDHP	COST
SINGLE	\$56.00	SINGLE	\$54.50	SINGLE	\$53.00
2-PERSON	\$164.00	2-PERSON	\$156.00	2-PERSON	\$148.00
FAMILY	\$250.00	FAMILY	\$240.50	FAMILY	\$231.00
2-PER H/W	\$0.00	2-PER H/W	\$0.00	2-PER H/W	\$0.00
FAM H/W	\$111.00	FAM H/W	\$102.50	FAM H/W	\$94.00
POS	COST	POS	COST	POS	COST
SINGLE	\$146.00	SINGLE	\$141.50	SINGLE	\$137.00
2-PERSON	\$282.00	2-PERSON	\$271.50	2-PERSON	\$261.00
FAMILY	\$445.00	FAMILY	\$427.00	FAMILY	\$409.00
2-PER H/W	\$50.00	2-PER H/W	46.50	2-PER H/W	\$43.00
FAM H/W	\$291.00	FAM H/W	\$282.00	FAM H/W	\$273.00
HDP	COST	HDP	COST	HDP	COST
SINGLE	\$20.00	SINGLE	\$19.38	SINGLE	\$18.76
2-PERSON	\$129.00	2-PERSON	\$125.00	2-PERSON	\$121.00
FAMILY	\$198.00	FAMILY	\$191.86	FAMILY	\$185.72
2-PER H/W	\$0.00	FAM H/W	\$0.00	FAM H/W	\$0.00
FAM H/W	\$10.00	FAM H/W	\$38.76	FAM H/W	\$37.52

\*\* The H/W rate is eligible if both spouses are employed in full time status with MSU.

7. **Health Reimbursement Account (HRA)** - You are eligible for a HRA if you participate in MSU’s CDHP health insurance plan and as such, are automatically enrolled in the HRA. The HRA is an important part of MSU’s benefit package. The University sets up the account in your name for any out-of-pocket medical expenses including medical, dental, vision, over-the counter medications, and prescription drug expenses. The HRA is funded by MSU as follows:

Single: \$870	2-Person: \$1,520	Family: \$1,520	2-Person H/W: \$1,740	Family H/W: \$1,740
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8. **Dental Insurance Plan administered by Delta Dental Plans of Kentucky (A)** - Two plans offered: 1) Preferred (PPO) and 2) Premier (Indemnity). Three tier coverage available: Single, Two-Person and Family. Following are **monthly** premiums:

PREFERRED—PPO	COST		PREMIER	COST
Single	\$ 0.00		Single	\$ 7.00
Two-Person	\$14.00		Two-Person	\$26.00
Family	\$34.00		Family	\$47.00
Two-Person H/W	\$ 0.00		Two-Person H/W	\$ 4.00
Family H/W	\$12.00		Family H/W	\$25.00

9. **Life Insurance and AD&D (A)** - \$10,000 Basic Term Life Insurance plus \$10,000 AD&D – paid by the University.

- **Supplemental Group Term Life Insurance:** Available in increments of 1, 1.5, 2 or 3 times the annual salary. The cost is \$.40/month, per \$1,000. Also, this insurance is convertible to a whole life policy upon termination of employment. No underwriting approval required if participation is elected upon initial employment.
- **Dependent Group Term Life Insurance:** Two plans available — Plan 1: \$5,000 for spouse and \$2,500 for each dependent child to age 19, or to age 25 if a full-time student, \$2.04 per month. Plan 2: \$10,000 for spouse and \$5,000 for each dependent child to age 19, or to age 25 if a full-time student, \$4.08 per month. Participation in Plan 2 requires the purchase of at least 1X annual salary in supplemental coverage. No underwriting approval required if participation is elected upon initial employment.
- **Retiree Group Term Life Insurance:** A \$5,000 policy is available for all University retirees at a premium of \$.75 per month. Life insurance rates are subject to change on July 1, 2009.

10. **Internal Revenue Code Section 125 – “Cafeteria Plan” (A)** - Employees may tax shelter their group health, dental and life insurance premiums (coverage of \$50,000 or less), unreimbursed medical expenses and child/dependent care expenses thus lowering their taxable income and increasing their take-home pay.

11. **Unemployment Insurance (A)** – MSU is self-insured. The University reimburses the State 100% of the cost, based upon the University’s claims experience.

12. **Workers’ Compensation (A)** – Insurance provided to all MSU employees. Plan administered by Underwriters’ Safety & Claims.

13. **Paid Holidays (A)** – New Year’s Day, Martin Luther King, Jr. Birthday, Memorial Day, Independence Day, Labor Day, Presidential Election Day, Thanksgiving Day, and Christmas Day. See Personnel Policy PG-8.

14. **Other Days Observed as Paid Time Off:** Spring break, (March 16 through 20, 2009), Thanksgiving Break (Wednesday, November 25 through Friday, November 27, 2009), Holiday Break (December 24, 2009 through January 1, 2010). Dates are subject to change.

15. **Vacation Leave (S)** - See Personnel policy PG-48

Years of Service	1-5 years	6-10 years	11-15 years	Over 15 years
7.5 hrs./day	7.50 hours	9.38 hours	11.25 hours	12.53 hours
8.0 hrs./day	8.00 hours	10.0 hours	12.0 hours	13.36 hours

16. **Sick Leave (F)** – Upon appointment, a regular full-time faculty member is credited with a sick leave accumulation equal to one day per month of appointment, i.e., 67.5 hours for 9-month appointment, 75.0 hours for 10-month appointment. Beginning with the second year of employment, the full-time regular faculty member accumulates 7.5 hours of sick leave per month of contract. This is added to any sick leave balance from the first year. See Personnel Policy PG-49.
17. **Sick Leave (S)** - A regular, non-faculty full-time employee, hired after June 30, 1990, accumulates 7.5 or 8.0 hours of sick leave per month of contract. Upon appointment, a regular full-time administrative employee, as defined in PG-2, is credited with 90 hours of sick leave. Beginning with the second year of employment the full-time regular administrative employee accumulates 7.5 hours of sick leave per calendar month or per month of contract, whichever is less. This is added to any sick leave balance from the first year. See Personnel Policy PG-49
18. **Sick Leave Pool (A)** – Provides regular full-time faculty and staff up to 90 work days of paid sick leave in the event of a catastrophic illness or injury. See University Administrative Regulation (UAR) 304.01.
19. **Funeral Leave (A)** – Normally, up to three (3) days with pay, upon the death of a member of employee’s immediate family. One-half (1/2) day to attend the funeral of an associate, close friend, or relative not defined as immediate family may be approved by the supervisor. See Personnel Policy PG-24.
20. **Military Leave (A)** – Up to ten (10) work days per year, without loss of pay, for short-term military leave, National Guard Service or Training Duty. See Personnel Policy PG-10.
21. **Tuition Waiver (A)** – Employee waiver of tuition and computer fees up to 18 semester hours per year. Spouse and/or dependent child through age 23 may take up to 12 undergraduate hours per year.

**Other MSU Employee Benefits (A)**

- 403(b) and 457(b) voluntary retirement plans are available through payroll deduction.
- Individual life, cancer , long term care and disability insurance policies are available on a voluntary basis through payroll deduction.
- MSU Wellness Center is available at no cost for regular, full-time employees. The Wellness Center offers state-of-the-art exercise equipment, indoor walking track, indoor tennis courts, aerobics, wellness assessments and exercise prescriptions.
- A variety of on-campus Professional Development Programs are offered year round for faculty and staff.
- Salary increases and bonuses are awarded upon completion of advanced or new college degrees. See Personnel Policy PG-41 and University Administrative Regulations 319.01.
- MSU Faculty and Staff Professional Errors & Omissions Insurance up to five million dollars.
- Earned sick leave can be accrued to obtain additional retirement service credit under both the KERS and KTRS retirement systems.
- Morehead Community (Federal) Credit Union is available for regular payroll deductions.
- University Bookstore offers a ten percent employee discount on most items, upon presenting MSU ID card.
- Sabbatical Leaves may be requested by tenured faculty members after six years of full-time MSU service.
- Camden-Carroll Library services are available at no cost, with MSU ID card.
- Six lane bowling alley, eighteen hole golf course, heated swimming pool, gymnasium, racquetball and tennis courts, some fees may apply.