

## BENEFITS OVERVIEW

The Scripps Research Institute (TSRI) offers eligible employees a flexible benefits program. The program provides \$2,672.22 per year in order for employees to purchase the benefits they need or desire most. This amount is sufficient to purchase a medical plan, the dental plan, and life insurance equal to two times annual salary. Employees who do not need TSRI benefits may waive benefits (except life insurance) and receive the unused benefit credits as taxable income in their paycheck. Employees commence benefit participation on their date of hire. Benefit coverage stops at the end of the month in which employment terminates. Coverage is available for dependents, including spouse, domestic partner, and/or children for a nominal extra cost.

### MEDICAL INSURANCE

The chart below outlines the main provisions of the available medical plans. The Principal Financial Group administers all plans. The provider network is First Health.

	Comprehensive Plan (PPO)		Catastrophic Plan
	In-Network	Non-Network	
Deductible	\$200 per person \$600 per family	\$400 per person \$1,200 per family	\$2,000 per person \$6,000 per family
Outpatient/Inpatient Services	Covered at 90% *	Covered at 70% **	Covered at 80% **
Maximum Annual Out-of-Pocket	\$1,500 per person \$3,000 per family	\$3,000 per person \$6,000 per family	\$5,000 per person \$10,000 per family
* Includes, but not limited to: office visits, surgery, diagnostic tests, hospital charges, emergency room, well baby care, routine physical exams (one per year), cancer screening, immunizations, labs and X-rays, physical therapy (39 visits), chiropractic (20 visits)			
** Includes: office visits, surgery, diagnostic tests, hospital charges, emergency room, well baby care (inpatient nursery only), cancer screening, labs and X-rays, physical therapy (39 visits), chiropractic (20 visits) Not covered: well baby care (doctor office visit), immunizations, routine exams			

### DENTAL INSURANCE

The provider network for the dental insurance is Delta Dental. You have the choice of going to any dentist, but you will receive the greatest benefits by choosing a Delta Preferred Dentist.

	Delta Preferred Dentists	Delta Dentists	All Other Dentists
<b>Deductible</b> (Per Person)	(Not applicable to Diagnostic & Preventive Services) \$50	\$50	\$50
<b>Diagnostic &amp; Preventive Services</b> Exams & Cleanings (2 per 12 month-period)	100%	80%	80% *
<b>Basic Benefits</b> Oral surgery, extractions, fillings, endodontics and periodontics	80%	80%	80% *
<b>Major Benefits</b> Crowns, jackets, cast restorations, implants	50%	50%	50% *
<b>Orthodontic Benefits</b> (Dependents to age 19)	50%	50%	50% *
<b>Maximum Benefit</b> (Per year per person)	\$1,500	\$1,500	\$1,500

\* Of "Reasonable and Customary" Charges

## BENEFITS COSTS

As a part of the benefits package, you will receive an allotment of “benefits credits” to purchase your benefits. You are given enough benefit credits to cover yourself with a medical plan, a dental plan, and life insurance at two times your salary, at no cost to you.

**Benefit Credits = \$2,672.22**

You add the price tags of your benefits to determine your total price tag. Then compare your total price tag with your Benefit Credits.

<u>Example 1</u>		<u>Example 2</u>		<u>Example 3</u>	
Comp Medical Plan (Employee Only)	\$2376.06	Catastrophic Plan (Employee Only)	\$2016.06	Comp Medical Plan (Employee & Family)	\$4752.06
Delta Dental (Employee Only)	\$218.16	Delta Dental (Employee Only)	\$218.16	No Coverage – Dental	\$0
Life/AD&D (2 x Salary)	\$78.00	Life/AD&D (2 x Salary)	\$78.00	Life/AD&D (2 x Salary)	\$78.00
	<b>\$2,672.22</b>		<b>\$2,312.22</b>		<b>\$4,830.06</b>
Total price tag equals Benefit Credits. There is no effect on your pay.		Total price tag less than Benefit Credits. You receive the difference as additional taxable pay: \$360 annually, \$15 per paycheck.		Total price tag greater than Benefit Credits. You make up the difference with your Pre-tax Dollars: \$2,376 annually, \$99 per paycheck.	

All deductions for your benefit choices, except dependent life insurance, may be taken from your paycheck before taxes are deducted. Employees working with certain foreign visas or under certain tax treatments may not be eligible for pre-tax payroll deductions. Based on the present Social Security Administration provisions, a reduction in your Social Security benefits caused by your pre-tax benefit deductions will be minimal.

### MEDICAL AND DENTAL COST (ANNUAL)

	Comprehensive Plan	Catastrophic Plan	Dental Plan
Employee Only	\$2376.06	\$2016.06	\$218.16
Employee + Spouse or Domestic Partner (DP)	\$3804.06	\$2376.06	\$434.16
Employee + Child(ren)	\$3336.06	\$2376.06	\$362.16
Employee + Family or Employee + DP + Child(ren)	\$4752.06	\$2592.06	\$578.16

### LIFE INSURANCE COST (ANNUAL)

1 x Salary	\$39
2 x Salary	\$78
3 x Salary	Age Rated
\$10,000	\$15

## **ADDITIONAL BENEFITS**

### ***HEALTH PLANS***

#### **Prescription Drug Plan**

Employees and dependents covered by the medical plan may obtain generic prescriptions for \$10 or name brand prescriptions for \$20. Mail order service is also available.

#### **Vision Plan**

Employees and dependents covered by the medical plan may participate in the vision plan, administered through Medical Eye Services (MES). By choosing a participating vision provider, an employee may receive an annual vision exam for a co-payment of \$10, one pair of standard lenses every 12 months, frames costing up to \$110 every 24 months or contacts costing up to \$100 every 12 months. Benefits are reduced when a non-participating provider is used.

#### **Counseling and Psychological Services**

A counseling or referral program is available to health insurance-eligible employees and their spouses, domestic partners, and family members who require assistance in dealing with personal or family problems.

#### **Mental Health Program**

Employees and dependents covered by the medical plan may participate in the mental health program, administered by United Behavioral Health (UBH). Participants may have up to 40 outpatient visits per year. Outpatient visits to an in-network provider require a \$20 co-payment per session and pre-authorization. Outpatient visits to a non-network provider require a 50% co-payment. Inpatient services include psychiatric and chemical dependency psychiatric treatment.

### ***FLEXIBLE SPENDING ACCOUNTS***

#### **Health Care Spending Account**

Employees may set aside up to \$5,000 pre-tax, annually, for self-reimbursement of medical, dental, vision and prescription expenses that are not covered by health plans. In addition over-the-counter drugs and supplies are also reimbursable (i.e. cough syrup, Advil etc).

#### **Dependent Care Spending Account**

Employees may set aside up to \$5,000 pre-tax, annually, to use for dependent care expenses.

### ***PAID TIME OFF***

#### **Holidays**

There are twelve (12) paid holidays per year.

#### **Paid Personal Leave (PPL)**

PPL is a bank of time that may be used for vacation, the first two days of an illness or injury, personal

business, family illness or other personal time off desired by an employee. The amount of accrual depends on employment status, length of service, and the number of hours paid each pay period. In general, full time non-supervisory employees accrue 16 days of PPL for the first 4 years of employment. From 5 to 9 years, employees accrue 21 days per year; from year 10 and after employees accrue 26 days per year. Supervisors and managers accrue 16 days in the first year of employment, 21 days in years 2 to 4, and 26 days 5 years and after. Part time employees accrue PPL on a pro rata basis. The maximum number of hours that may be accrued is 288. PPL is not accrued for assistant professors, associate professors and staff scientists. Paid time is at the discretion of the investigator and department chairperson. Department heads accrue 28 days of PPL per year. Employees in grades 13 and above in a non-scientific position accrue PPL at the supervisory rate.

#### **Extended Sick Leave (ESL)**

ESL is accrued paid time that an employee can access after an absence from work of more than two normal workdays, due to their own, or a family member's illness or injury; i.e., the third and subsequent days may utilize ESL. Full-time employees accrue seven days of ESL per year; part time employees accrue on a pro rata basis. The maximum number of days that can be accrued is 60 (480 hours).

### ***RETIREMENT PLANS***

#### **Tax Sheltered Annuity Plan (403(b))**

A voluntary retirement savings program that allows employees to make pre-tax contributions to various investment funds. Additionally, Cash Balance Retirement plan participants who contribute to the Tax Sheltered Annuity (TSA) plan will receive a match of up to 50% on the first 6% of their TSA contributions. The match will be in the form of pay credits added to the Cash Balance account.

#### **Cash Balance Retirement Plan**

A retirement plan for administrative, professional, technical and supervisory employees. On January 1 of each year TSRI contributes an amount equal to 5% (or \$2,000, whichever is greater) of an employee's previous year's salary to a Cash Balance Retirement Plan. In addition, an employee who participates in the Tax Sheltered Annuity plan will receive a matching contribution credit deposited into the Cash Balance Account of up to 50% on the first 6% of their contributions. Employees must be in an eligible classification, work a minimum of 500 hours per year

and be employed on the date the contribution is made to receive a contribution. The employee is fully vested after five years of eligible service.

#### **Staff Retirement Plan**

TSRI maintains a Money Purchase Retirement Plan, that vests after three years of service. Contributions are made to Fidelity Investments which the employee may direct to a wide array of funds. TSRI contributes a percentage of an employee's base pay up to an IRS maximum allowable annual amount. Staff scientists, associate professors without tenure, assistant professors and department heads are eligible for 10% contributions. Associate professors with tenure and senior department heads are eligible for 15% contributions. Employees in grades 13 and above in a non-scientific position are eligible to participate at a 10% contribution rate.

### ***EDUCATION***

#### **Tuition Reimbursement Plan**

Up to \$2,500 per year is available to employees to continue their education. Courses must be relevant to the employee's professional development at TSRI or must be required of a degree program. This benefit is available after 90 days of employment.

#### **Golden State ScholarShare College Savings Trust**

A voluntary savings program designed to help California families meet the increasing costs of college higher educations. The program is managed by Fidelity Investments. This benefit is available to all employees paid by TSRI and regularly scheduled to work a minimum of 20 hours per week.

### ***LIFE AND DISABILITY INSURANCE***

#### **Life Insurance, Group Term & AD&D**

Coverage options include \$10,000 or one, two, or three times annual salary to a maximum of \$1,000,000.

#### **Business Travel Accident Insurance**

The business travel insurance program provides coverage for death or dismemberment when traveling on official business for TSRI. Administrative, professional, technical, supervisory employees and staff scientists are insured for \$25,000. Support service department heads, associate professors without tenure and assistant professors have \$100,000 in coverage. Associate professors with tenure are insured for \$150,000.

#### **Life Insurance for Dependents**

\$5,000 in life insurance coverage may be purchased for each eligible dependent. The cost is the same regardless of the number of eligible dependents covered.

#### **Life Insurance, Supplementary**

Benefit-eligible employees may purchase supplementary life insurance coverage from a minimum of \$10,000 up to a maximum of \$500,000 for self and/or spouse/domestic partner. Eligible dependent children may be covered to a maximum of \$10,000 each.

#### **Long-Term Disability**

An income replacement program that provides up to 60% of salary, and allows up to 70% if integrated with other sources of income. The maximum benefit is \$20,000 per month. There is a 90 day disability period before benefits are payable.

#### **Long-Term Care Insurance**

Benefit-eligible employees may purchase long-term care insurance coverage from a minimum of \$3,000 to a maximum of \$6,000 per month. Coverage may also be purchased for spouse/domestic partner, parents, parents-in-law, grandparents, grandparents-in-law, siblings and adult children.

### ***OTHER BENEFITS***

#### **Direct Deposit**

Employees may have their paychecks deposited directly to a banking institution of their choice.

#### **Discount Tickets and Coupons**

Available to many local attractions such as Disneyland, Sea World, the San Diego Zoo, the Wild Animal Park, Universal Studios, movie tickets, etc.

#### **Fitness Benefit**

New hires may enroll directly with 24 Hour Fitness for \$22 a month and a waived enrollment fee. Additional family members may join for \$15 a month with a reduced enrollment fee of \$49.

#### **Life Event Resources**

Life Events is a confidential, personal consultation service for information and referrals to solve life's everyday challenges. Administered by United Behavioral Health, Life Events can help save time and reduce stress by helping to locate childcare, eldercare, legal service, educational resources and more.

#### **Transit Benefit Account**

The Transit Benefit Account (TBA) allows employees to deduct money for eligible transportation expenses on a pre-tax basis. This allows employees to save money on Federal and State income taxes, by reducing their taxable income.

#### **Wellness Benefits**

On-site, seated massage is available to employees on a biweekly basis. Additionally, employees may participate in yoga and tai-chi programs.