



2023-2024 Benefits Offering Summary

Health benefits are effective on the 1st of the month following your 30 days of employment at Hampton University Proton Cancer Institute.

Anthem Medical Insurance

The University (Hampton Proton) offers four different Anthem medical insurance plans for your health care needs which also includes vision coverage, prescription coverage, and life insurance coverage.

- KeyCare 25 1000/20%/5000 Rx \$15/\$40/\$60/20% – \$1,000/member; \$2,000/family
- HealthKeepers POS OA 25 1000/20%/5000 – \$1,000/member; \$2,000/family
- HealthKeepers POS OA 30 5000/20%/\$7500 - \$5,000/member; \$10,000/family
- HealthKeepers HSA with Copay 4500/40%/\$6750 - \$4,500/member; \$9,000/family

The bi-weekly contribution toward medical coverage ranges from \$78 to \$500 per paycheck depending on the plan selected and the number of individuals to be covered. Enrollment in the medical insurance includes Term Life \$30,000 and Accidental Death and Dismemberment \$30,000 insurance coverage for the employee, Term Life for enrolled spouse \$5,000 and Term Life for any enrolled dependent children \$2,500.

Anthem Dental Insurance

Our dental provider is Anthem and there are two dental plans available. The first plan is the Basic Option which does not include major services (root canals, dentures, or orthodontics). The second plan is the High Option coverage which includes coverage for major services and orthodontics for those 18 and under after a specified waiting period. The cost for dental ranges from \$8 to \$50 per month for employees only up to family coverage.

Voluntary Benefits

We also offer voluntary products which includes: Anthem Vision and Legal Resources.

In addition, we also offer the following voluntary insurances with Unum: Hospital, Accident, Critical Illness, Short-Term Disability, Long-Term Disability, Term Life, AD&D, and Whole life. Short-Term and Long-Term disability provides income protection of 60% of your salary not to exceed \$500 per week for Short Term after one week waiting period and \$5,000 per month for Long Term.

There is a 30-day waiting period for medical, dental, vision, and legal resources. There is a 90-day waiting period for the Unum products. All benefits are effective on the 1st of the month

following the 30-day or 90-day waiting period.

Retirement Savings Plan

TIAA- Teachers' Insurance Annuity Association of America Fund (403b)

- You can begin participating in HU/ Hampton Proton's 403(b) retirement savings plan on the first day of any month upon submitting your enrollment form and electing your contribution amount.
- Upon 2 years of service, HU will contribute 2.5% of an employee's salary, whether the employee contributes or not. The employee must complete the TIAA enrollment form.
- Upon 2 years of service, if an employee contributes at least 5%, HU/ Hampton Proton will match 5%.
- An employee year(s) of service with any organization that meets the eligibility regulations of Internal Revenue Code for a 403(b)-preceding employment with the University will be counted towards meeting the eligibility requirements for the plan.

Tuition Remission

Tuition Remission at The University (Hampton Proton) will pay 60% of tuition up to 6 credit hours for full-time employees who have been employed continuously for one year or more and their dependent children (natural, stepchild or legally adopted) under the age of 23 for undergraduate studies; and all part-time employees who have been employed continuously for one year or more and work 20 hours or more per week.

Leave Accrual Benefits

We offer employees vacation and sick leave based on tenure and/or their position.

- 0-5 years non-exempt/exempt - 80 hours vacation; 96 hours sick leave
- 6-14 years non-exempt/exempt - 120 hours vacation; 96 hours sick leave
- 6-14 years non-exempt/exempt (Directors and Chiefs) - 160 hours vacation; 96 hours sick leave

Paid Holiday Benefits

We currently offer full-time employees 10 paid holidays and part-time employees 10 pro-rated paid holidays.

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Eve
- Christmas Day
- Two Floating Personal/Holidays