

Health Plans - Rates Effective January 1, 2024 - December 31, 2024 www.anthem.com • Averett University offers employees two health plan/RX options administered by the Anthem Blue Cross Blue Shield network. The Virginia Private College Benefits Consortium (VPCBC) • www.vpcbc.org • provides a flipbook [2024 Averett University Benefits Guide](#) that includes links to the Emphyrean portal, Anthem's BrainShark, Delta Dental virtual fair site, UniView Brainshark and a Health Advocate video and much more. The Anthem Guide outlines Plans 4 and 7, Pharmacy Benefits, and a Summary of Benefits Coverage.

Plan coverage begins the first day of month or the first day of the next month following hire date. The University shares costs with the employee. Annual enrollment for benefits is in November each year unless indicated otherwise. Rates listed as monthly and (per pay period). The VPCBC health benefits portal is located at <https://compass.emphyreanbenefits.com/vpcbc>.

Plan 4 – PPO Plan: Employee: \$218 (\$109) • Employee/Child: \$387 (\$193.5) • Employee/Children: \$513 (\$256.5) • Employee/Spouse: \$584 (\$292) • Employee/Family: \$749 (\$374.5)

Plan 7 – HDHP Plan: Employee: \$61 (\$30.5) • Employee/Child: \$72 (\$36) • Employee/Children: \$80 (\$40) • Employee/Spouse: \$88 (\$44) • Employee/Family: \$96 (\$48)

A Voluntary Wellness Plan premium incentive option (\$20 reduction per month) is available through the health insurance program. Health Advocate will serve as our Wellness Plan for 2024. The link will be available on January 1, 2024. The Wellness plan and portal are available to all health participants.

Health Advocate • A service provided by the Benefits Consortium at no additional cost.

Flexible Spending Account (FSA), Limited Purpose Flexible Spending Account (LPFSA), and Health Savings Account (HSA) www.healthequity.com • Both plans are available through Health Equity.

Dental Plan • Employee pays total cost of dental premium. The plan is administered by Delta Dental of Virginia.

Employee: \$39 (\$19.50) • Employee/Spouse: \$79 (\$39.5) • Employee/Child(ren): \$83 (\$41.5) • Employee/Family: \$104 (\$52)

Vision Plan • Employee pays total cost of vision plan. The plan is administered by UniView Vision.

Employee: \$7.12 (\$3.56) • Employee + One: \$11.88 (\$5.94) • Employee/Family: \$17.04 (\$8.52)

Aflac • Insurance for daily living. Additional fees apply. Contact: Lewis Giles: (434) 728-4924 • lewis_giles@us.aflac.com

Life & Long Term Disability Insurance • Met Life www.metlife.com • Averett pays total cost of premium. Policy value is two times employee's annual salary (limit \$100,000). Amount over \$50,000 is taxable income on the premium. Policy value changes at age 65. Open **Enrollment** begins with benefits eligibility date & remains open for 31 days without enrollment restrictions. Additional insurance can be **purchased**.

Employee Assistance Plan (EAP) • TELUS Health formerly **Life Works** • An employee assistance program (EAP) provides employers, their employees and family members with support services for a variety of issues associated with daily living • **888.319.7819 Log on to Life Works, user name: metlifeeap & password: eap**

Retirement 403b • <https://www.tiaa.org/public/tcm/cicv> • Employees may contribute 1%-6% of annual salary and Averett will match up to 6% of the contribution. Additional tax-free contributions may also be elected. Contribution changes can be made monthly to the plan. The Averett University Tax Sheltered Annuity Plan Document is available online. AU partners with Millennium Advisory Services (MAS) to assist employees with their retirement planning: www.mas-edu.com.

Payroll • All payrolls are bi-weekly. Direct deposit is required. Create an account at paylocity.com for online pay advice account set up. Company ID 142108

Credit Unions • Averett employees are eligible and welcome to join • Beacon www.mybcu.org • URW www.urwfcu.org • ValleyStar www.valleystar.org

Sick Leave • Eligible employees earn 8 hours per month to a maximum of 1040 hours.

Shared Leave Pool • A voluntary system of donated sick leave hours added to a pool for use by employees who have exhausted sick leave hours. Waiting period applies for Membership and Requests for SLP hours. Eligible employees may join monthly.

Vacation • Eligible staff members earn the following paid leave based on length of employment:

1-4 years: 10 days • **5-9 years:** 12 days per year • **10-19 years:** 15 days per year • **20+ years:** 20 days per year

Personal Leave Day • Eligible full-time employees may select one personal leave day that is mutually agreeable with the supervisor (in addition to holidays, vacation & service leave). Personal Leave days do not accrue.

Volunteer Service Leave Day • Volunteer Service Leave is available to permanent fulltime and part time staff , with some restrictions, to enable Averett team members to volunteer within the community, with pay, up to 16 hours for full time and 8 hours for part time each year.

University Days • Faculty and Staff holidays are listed on the Online Comprehensive Calendar, the Intranet and in the Employee handbook.

Tuition Remission Benefit • Full-time employees and eligible members of immediate family may take classes free of charge at Averett University. Tuition benefit request forms may be picked up in the Human Resources office or online. Waiting period may apply.

Tuition Exchange Programs • Averett University participates in two exchanges. Acceptance to a Tuition Exchange Program is the decision of the college/university to which you are applying.

- **The CIC Tuition Exchange Program (CIC-TEP)** is a network of CIC colleges and universities willing to accept tuition-free students from families of full-time employees of other CIC- TEP institutions. Applications are available at www.cic.edu
- **The Tuition Exchange (TE)** is a reciprocal scholarship for the dependents of eligible faculty and staff at 600+ member schools. More information available at www.tuitionexchange.org

Danville YMCA • www.ymcadanville.org • A significantly discounted membership rate has been established to provide a fitness center option for faculty and staff. Current rates are available by calling the YMCA office: 434.792.0621. **Faculty Handbook** • The Faculty Handbook is available online. **Employee Handbook** • The Employee Handbook is available online.

I have been given the appropriate information, forms, and resources to enroll in Averett University's benefit plans.

Signed: _____ Date: _____