



2023 Faculty Benefit Overview

Following is a brief summary of benefits offered through WSU. To learn more, you are encouraged to attend the on-line benefit and retirement orientations. With an August 16 hire date, medical/dental coverage will start on September 1, and you have until September 15, 2023 to make your benefit elections.

Benefit - Insurance and Retirement Orientation(s): WSU offers our new employee benefit and retirement orientations as an on-demand online presentation through Percipio, allowing you to view as your onboarding schedule allows. The benefits course can be accessed at [Employee Benefits Orientation – 2023](#), with a separate [Retirement Orientation](#). These courses can be revisited at any time to refresh your understanding of the benefits.

Make Elections via Workday. Watch for the “Benefit Change – New Hire” posting in your WD inbox.

Additional benefit information can be found at [New Employee Information](#). Direct questions to the HRS-Benefits staff at 509-335-4589, or hrs.benefits@wsu.edu.

Medical Insurance

WSU offers comprehensive, employer/employee paid medical insurance, which include vision benefits. Employees have the choice between ten plans, including Preferred Provider Plans, Managed Care Plans, Consumer Directed Health Plans (CDHP) and Accountable Care Plans. These plans are currently offered through Kaiser Permanente WA, Kaiser Permanente NW, and Uniform Medical. Current pre-tax monthly premium chart is available [here](#).

If you are adding dependents to your coverage, you will be requested to provide [Dependent Verification documentation](#) when you enroll.

Dental Insurance

Employees may choose from three dental plans, including two Managed Care Plans and one Preferred Provider Plan. Current providers include Uniform Dental, Willamette Dental and DeltaCare. There is no monthly premium associated with this coverage.

Tax-Free Medical Savings Accounts

These programs can assist with out-of-pocket health care costs.

- [Flexible Spending Arrangement \(Employee Funded\)](#) - This voluntary account is available with the non-CDHP Medical Plans. Contributions range from \$120 to \$2850 in 2023. Full Medical and Limited FSAs available.
- [Health Savings Account \(Employer/Employee Funded\)](#) - This account is automatically activated when enrolled in a CDHP Medical Plan. Maximum annual contributions are \$3850 (single) - \$7750 (family), with additional \$1000 if over 55. Employer contribution can be \$700 (single) or \$1400 (family).

Life Insurance

WSU provides employees with a basic policy of \$35,000 Term Life Insurance and \$5,000 Accidental Death & Dismemberment (AD&D) at no cost. For a monthly premium, new employees can purchase Life Insurance coverage up to \$500,000 as a guaranteed issue, and potentially up to \$1,000,000 through medical underwriting. Additional AD&D amounts are available up to \$250,000. Spouse/Registered Domestic Partner and dependent policies can also be purchased.

Long-Term Disability (LTD) Insurance

WSU provides a basic LTD policy at no cost to the employee. This policy will provide a maximum taxable benefit of up to \$240 per month after 90 calendar days of total disability. Employees may

enhance this benefit by purchasing optional coverage, which insures 50-60% of their pre-tax salary, up to the first \$16,667 of monthly earnings. All new employees are automatically enrolled in this plan unless they opt out of the coverage.

Retirement Plans – Faculty members can choose from the Teachers Retirement System (TRS) Plan (401a), and the WSU Retirement Plan (WSURP) (403b).

- The TRS Plan 3 is a tax-deferred hybrid plan that offer a Defined Contribution component and a Defined Benefit component. WSU will make employer contributions to a Defined Benefit account; employees will make contributions ranging from 5% - 15% to a Defined Contribution plan.
- The WSURP is a tax-deferred defined contribution plan. WSU provides 100% matching contributions. Both employee and employer contributions, ranging from 5% - 10% based on age, are immediately and fully vested.

Voluntary Investment Plans

All employees have the ability to make additional contributions to one or both of the voluntary retirement programs up to the IRS maximum limits. The plans are the Voluntary Investment Program (VIP) through TIAA (a 403b plan) and/or the State of Washington Deferred Compensation Program (a 457b plan). Faculty on 100% FTE appointments are auto-enrolled into the DCP plan with a 3% contribution, unless they opt out of the plan. Both plans offer pre-tax and post-tax (Roth) contribution options.

Additional Benefits

- [Dependent Care Assistance Program \(DCAP\)](#)
- [WA 529 College Savings Plans](#)
- [Commuter Benefits](#)
- [Automobile and Homeowners Insurance](#)
- [SmartHealth Wellness Incentive Program](#)

This document provides a summary of the benefits available through employment with WSU. For more detailed information, please visit our website at hrs.wsu.edu/employees/benefits/new-employee-information or contact our office at 509.335.4521 or hrs.benefits@wsu.edu.