



**2009 Benefit Summary**  
**for**  
**Part-Time Regular Faculty**  
**(see Faculty Handbook for definition)**

BENEFIT	WHO PAYS	EFFECTIVE	DESCRIPTION																				
<b>Medical Insurance</b>	<i>Faculty</i> Paid with before-tax dollars deducted from your paycheck.	The first day of the month following your date of employment. (If at least half time and less than three quarters time and not employed outside the University) For faculty with an August 22 contract, benefits are effective July 1.	<p>There are three medical plans available.</p> <ul style="list-style-type: none"> <li>• Meritain PPO</li> <li>• Meritain CHA HMO</li> <li>• Meritain Select HMO</li> </ul> <p>Monthly premiums are as follows:</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-align: right;"><b>Individual</b></th> <th style="text-align: right;"><b>Individual+1</b></th> <th style="text-align: right;"><b>Family</b></th> </tr> </thead> <tbody> <tr> <td>Meritain PPO</td> <td style="text-align: right;">\$466.00</td> <td style="text-align: right;">\$932.00</td> <td style="text-align: right;">\$1398.00</td> </tr> <tr> <td>Meritain CHA HMO</td> <td style="text-align: right;">\$468.00</td> <td style="text-align: right;">\$935.00</td> <td style="text-align: right;">\$1,403.00</td> </tr> <tr> <td>Meritain Select HMO</td> <td style="text-align: right;">\$381.00</td> <td style="text-align: right;">\$762.00</td> <td style="text-align: right;">\$1,143.00</td> </tr> </tbody> </table>		<b>Individual</b>	<b>Individual+1</b>	<b>Family</b>	Meritain PPO	\$466.00	\$932.00	\$1398.00	Meritain CHA HMO	\$468.00	\$935.00	\$1,403.00	Meritain Select HMO	\$381.00	\$762.00	\$1,143.00				
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<b>Dental Insurance</b>	<i>Faculty</i> Paid with before-tax dollars deducted from your paycheck.	The first day of the month following your date of employment. (If at least half time and less than three quarters time and not employed outside the University). For faculty with an August 22 contract, benefits are effective July 1.	<p>The dental plans and associated monthly premiums are as follows:</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-align: right;"><b>Individual</b></th> <th style="text-align: right;"><b>Individual+1</b></th> <th style="text-align: right;"><b>Family</b></th> </tr> </thead> <tbody> <tr> <td>Delta Premier - 2009</td> <td style="text-align: right;">\$27.56</td> <td style="text-align: right;">\$49.14</td> <td style="text-align: right;">\$ 89.94</td> </tr> <tr> <td>Delta Preferred POS -2009</td> <td style="text-align: right;">\$33.36</td> <td style="text-align: right;">\$62.54</td> <td style="text-align: right;">\$113.24</td> </tr> <tr> <td>Delta Premier- 2010</td> <td style="text-align: right;">\$27.56</td> <td style="text-align: right;">\$49.14</td> <td style="text-align: right;">\$ 89.94</td> </tr> <tr> <td>Delta Preferred POS-2009</td> <td style="text-align: right;">\$33.36</td> <td style="text-align: right;">\$62.54</td> <td style="text-align: right;">\$113.24</td> </tr> </tbody> </table> <p>(*A 2 year commitment for Delta is required)</p>		<b>Individual</b>	<b>Individual+1</b>	<b>Family</b>	Delta Premier - 2009	\$27.56	\$49.14	\$ 89.94	Delta Preferred POS -2009	\$33.36	\$62.54	\$113.24	Delta Premier- 2010	\$27.56	\$49.14	\$ 89.94	Delta Preferred POS-2009	\$33.36	\$62.54	\$113.24
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<b>Vision Plan</b>	<i>Faculty</i> Paid with before-tax dollars deducted from your paycheck.	The first day of the month following your date of employment. (If at least half time and less than three quarters time and not employed outside the University). For faculty with an August 22 contract, benefits are effective July 1.	The University's vision care program is provided through EyeMed. The monthly premiums are as follows: <table data-bbox="1081 259 1816 332"> <thead> <tr> <th></th> <th><b>Individual</b></th> <th><b>Individual+1</b></th> <th><b>Family</b></th> </tr> </thead> <tbody> <tr> <td>EyeMed</td> <td>\$8.32</td> <td>\$15.72</td> <td>\$23.04</td> </tr> </tbody> </table> Participation is optional.		<b>Individual</b>	<b>Individual+1</b>	<b>Family</b>	EyeMed	\$8.32	\$15.72	\$23.04
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<b>Salary Continuation (sick)</b>	<i>University</i>	The first day of the month following your date of employment. For faculty with an August 22 contract, benefits are effective July 1.	Faculty will be paid full salary for up to three months during the first two years of continuous employment and up to six months after two years of continuous employment if the Faculty member becomes totally disabled.								
<b>Long-Term Disability</b>	<i>University</i>	Upon completion of one year of continuous employment at the University of Notre Dame. The waiting period is waived if you were enrolled in Long-Term Disability with your previous employer.	Pays 60% of your salary up to a maximum of \$12,000 per month after six months of total disability and integrates with other government disability benefits, such as Social Security. Contributions to the Defined Contribution Retirement Plan for Faculty and Administrator's continue on your behalf. The program is offered by CIGNA.								

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<b>Defined Contribution Retirement Plan For Faculty and Administrators</b>	<i>Faculty/University</i> You contribute a minimum of 5% of your annual salary on a before-tax basis (salary reduction). The University contributes 10% of your annual salary. Total contributions may not exceed the limits imposed by the Internal Revenue Service (IRS).	Participation is mandatory after you have one year of service. The one-year waiting period is waived if you have a year of service at another educational institution or a not-for-profit/governmental research laboratory.	There are three fund vendors: Fidelity Investments, TIAA/CREFF and Vanguard. Your participation may be with one, two, or all three fund vendors. Fidelity Investments and Vanguard offer mutual funds (through a custodial account), and TIAA/CREFF offers fixed and variable annuities. You are immediately vested in all contributions to the plan.  All part-time administrative staff, regardless of work schedule, are eligible for the Plan.
<b>Tax-Deferred Annuity Plan (Supplemental Retirement Account)</b>	<i>Faculty</i> The total amount of salary eligible for tax deferral is established by law.	You are eligible at the time you are employed (or any other time during your active employment) to participate, through payroll deduction, in a tax-deferred supplemental retirement account.	There are three fund vendors for this benefit. Fidelity Investments and Vanguard offer mutual funds through a tax-deferred supplemental custodial account, and TIAA/CREFF offers a tax deferred supplemental retirement annuity.
<b>Long-Term Care Insurance</b>	<i>Faculty</i> Premiums for employees and spouses are payroll deducted. Parents and grandparents are billed directly by the carrier.	Available upon employment to faculty, their spouses, parents (in-law), and grandparents (in-law) at group rates. Must be 18 years of age to participate; there is no upper age limit for coverage. Evidence of insurability is required after initial eligibility period.	Long-Term Care is the type of care received when someone needs assistance with daily living due to an accident, illness, or advancing age, either at home or in a facility. You choose from various options that are offered. Carrier is Aetna.  Participation is optional.

<b>BENEFIT</b>	<b>WHO PAYS</b>	<b>EFFECTIVE</b>	<b>DESCRIPTION</b>
<b>Athletic Tickets and Parking</b>	<i>University</i>	Upon employment.	Season tickets may be purchased for home football, basketball, and hockey games at a 20% discounted price subject to availability. Free parking at all athletic and Joyce Center events.
<b>Availability of Athletic Facilities</b>	<i>University</i>	Upon employment.	These include handball, squash, basketball and tennis courts, running track, swimming pool, fitness and weight rooms.
<b>LifeWorks</b>	<i>University</i>	Upon employment.	LifeWorks offers faculty access to health-related material and to a series of programs on campus. Community Health club memberships are available at a discounted rate.
<b>Bookstore, Joyce Center Varsity Shop, &amp; Golf Pro Shop</b>	<i>University</i>	Upon employment.	Discount (20%) on most items.
<b>Golf Courses</b>	<i>University</i>	Upon employment.	Discount on greens fees.
<b>University Libraries</b>	<i>University</i>	Upon employment.	Books and materials may be borrowed upon presentation of your University identification card.
<b>American Express Corporate Card</b>	<i>Faculty</i>	Upon employment.	You are provided the opportunity to apply for an American Express Corporate Card that can be used while traveling on official University business. The purpose of the card is to give you a means to cover business expenses until these expenses are submitted to the University for reimbursement.
<b>Parking</b>	<i>University</i>	Upon employment.	Free parking is available to all University Faculty. A parking pass may be obtained at University Parking Services located in the Campus Security Building.

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<b>Automobile Discount Program</b>	<i>Employee</i>	Upon Employment	Ford Motor Company and General Motors Corporation have extended their supplier discount program to University faculty, administrators, and staff who reside in the United States. With the supplier discount, you pay a small percentage over the price paid by GM and Ford Motor employees for most new and unused GM and Ford vehicles. You may lease or purchase up to two eligible GM or Ford vehicles per year.
<b>Auto &amp; Homeowners Discount Program</b>	<i>Employee</i>	Upon employment	As an employee or retiree of the University, you can save up to 10% on auto and home insurance through Liberty Mutual's Group Savings Plus program. You'll also enjoy: <ul style="list-style-type: none"> <li>• Competitive rates, guaranteed for 12 months</li> <li>• Convenient payment plans</li> <li>• Round-the-clock claims service</li> <li>• 24-Hour Emergency Roadside Assistance</li> </ul>
<b>Social Security Benefits</b>	<i>University/Faculty</i>	Upon employment.	Social Security coverage provides you with retirement benefits and medical insurance (Medicare) benefits. The University contributes 6.2% of your pay up to \$97,500 for Social Security and 1.45% of your pay for Medicare.
<b>Workers Compensation</b>	<i>University</i>	Upon employment.	All Faculty are covered under the Workers Compensation Act and the Occupational Disease Act providing protection from loss of income attributable to job-related injury. All incidents must be reported to the supervisor immediately.
<b>Unemployment Compensation</b>	<i>University</i>	Upon employment.	All Faculty are covered under the Federal Unemployment Tax Act and Indiana laws.

This is a general summary of benefits. Specific information may be obtained from the Office of Human Resources or by visiting our website at [hr.nd.edu](http://hr.nd.edu)