2014
Benefits Summary
UNC: A Mission Rich in Tradition

Chartered by the North Carolina General Assembly in 1789, the University of North Carolina was the first public university in the United States to open its doors, and the only one to graduate students in the 18th century – the first class was admitted in Chapel Hill in 1795. For the next 136 years, the only campus of the University of North Carolina was at Chapel Hill. Over the next two centuries, all the public educational institutions that grant baccalaureate degrees in North Carolina became part of the University of North Carolina system, including 16 multi-campus state university institutions, as well as the NC School of Science and Mathematics, the nation’s first public residential high school for gifted students.

As an educational system, the UNC mission is to discover, create, transmit, and apply knowledge to address the needs of individuals and society. This mission is accomplished through instruction, which communicates the knowledge and values and imparts the skills necessary for individuals to lead responsible, productive, and personally satisfying lives; through research, scholarship, and creative activities, which advance knowledge and enhance the educational process; and through public service, which contributes to the solution of societal problems and enriches the quality of life in the State.
The University of North Carolina (the University) offers a flexible and comprehensive package of benefits, along with valuable work and family programs. These programs can help employees attain their retirement savings and career goals, as well as help to meet their everyday needs. Our programs are designed to allow you to tailor a benefits package that best meets the unique needs of you and your family.
Health Benefits

Who’s Eligible?

- Permanent (non-temporary) part-time employees working 20-29 hours per week are eligible for many benefit programs, typically without employer contributions. Participation is excluded in the mandatory retirement plans, the State 401(k) plan, and disability plans.
- Permanent (non-temporary) part-time employees working 30-39 hours per week or permanent full-time employees working 40 hours per week are considered to be benefits eligible.
- Other employees as defined by UNC Health Care and UNC Press.

SPA positions are governed by the provisions of the State Human Resources Act of North Carolina. This includes most staff positions.

EPA positions are exempt from the provisions of the State Human Resources Act of North Carolina and are governed by the UNC Board of Governors. This includes all faculty positions and most research, instructional and senior administrative positions.

1 Formerly known as the State Personnel Act

Health

Health coverage is underwritten by the State Health Plan of North Carolina and provided by BlueCross BlueShield of North Carolina. There are three options for health coverage, as indicated below.

Also, if you are enrolled in health coverage, you are eligible to take part in NC HealthSmart. This voluntary program provides you access to tools and resources to help you live a healthier life.

Traditional 70/30 Plan

- See any provider; can lower expenses by using network providers
- Copay — In-network: $35 office visit; $81 specialist visit
- Annual deductible — In-network: $933 per individual, $2,799 per family; Out-of-network: $1,866 per individual, $5,598 per family
- Coinsurance — In-network: you pay 30% for eligible expenses after deductible; Out-of-network: you pay 50% of eligible expenses after deductible and the difference between the allowed amount and the charge
- Preventive care — In-network: $35 office visit; $81 specialist visit; Out-of-network: not covered

Enhanced 80/20 Plan

- See any provider; can lower expenses by using network providers
- Copay — In-network: $30 office visit, $15 if you use the PCP on your ID card; $70 specialist, $60 if you use a Blue designated specialist
- Annual deductible — In-network: $700 per individual, $2,100 per family; Out-of-network: $1,400 per individual, $4,200 per family
- Coinsurance — In-network: you pay 20% for eligible expenses after deductible; Out-of-network: you pay 40% of eligible expenses after deductible and the difference between the allowed amount and the charge
- Preventive care — In-network: covered at 100%; Out-of-network: not covered

Consumer-Directed Health Plan (with Health Reimbursement Account)

- See any provider; can lower expenses by using network providers
- Coinsurance — In-network: you pay 15% of eligible expenses after deductible; Out-of-network: you pay 35% of eligible expenses after deductible and the difference between the allowed amount and the charge
- Annual deductible — In-network: $1,500 per individual, $4,500 per family; Out-of-network: $3,000 per individual, $9,000 per family
- Preventive care — In-network: covered at 100%; Out-of-network: not covered

Prescription Drug Plan (70/30 and 80/20 Plans in-network coverage)

- Multi-tier plan — Generic, preferred brand and non-preferred brand
- Up to 30-day supply — $12 copay for generic; $40 copay for preferred brand; $64 copay for non-preferred brand
- Specialty drugs — 25% coinsurance up to $100 or $150 (depending on the medication) for each 30-day supply
- ACA Preventive Medications covered at 100%

Prescription Drug Plan (Consumer-Directed Health Plan in-network coverage)

- 15% coinsurance after deductible
- ACA Preventive Medications covered at 100%
- CDHP Preventive Medications — 15% coinsurance, no deductible
**NCFlex Health Programs**

As part of the State-sponsored benefits, the NCFlex benefits program provides a variety of plans to meet the needs of you and your family. You may enroll in any or all of the NCFlex benefits. You pay for the full cost of coverage through payroll deductions on a pre-tax basis.

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**Dental**

Dental coverage is administered by United Concordia.
- Two options for coverage: High Option or Low Option
- You pay the full cost of coverage on a pre-tax basis
- Under each option, you can visit any provider

**High Option**
- Diagnostic and preventive services — No charge on eligible expenses
- Basic services — You pay 20% after deductible for eligible services except for periodontic services, which are covered at 50% after deductible
- Major services — You pay 50% for eligible services after deductible
- Deductible — $50 individual/$150 family applies to basic and major services
- Maximum annual benefits (excluding orthodontia) — $1,250 benefit per covered person per year for eligible diagnostic/preventive, basic and major services
- Orthodontic services — You pay 50% for most services, up to $1,500 lifetime maximum per individual

**Low Option**
- Diagnostic and preventive services — No charge on eligible expenses if you have met deductible
- Basic services — You pay 20% after deductible for fillings and simple extractions; 50% after deductible for other basic services and periodontic services
- Major services — Not covered
- Deductible — $25 individual/$75 family applies to diagnostic/preventive and basic services
- Maximum Annual Benefits — $1,000 benefit per covered person per year for eligible diagnostic/preventive and basic services
- Orthodontic services — Not covered

**Vision**

Vision coverage is administered by Superior Vision Services (SVS).
- Three options for coverage — Core Wellness Plan, Basic Plan; or Enhanced Plan
- Core Wellness Plan available at no cost for employees
- You pay the full cost for Basic and Enhanced coverage on a pre-tax basis
- See any provider but can lower expenses if you visit an in-network SVS provider

**Core Wellness Plan**
- Annual Comprehensive Eye Exam — Covered in full after $20 copay. Must use in-network provider
- Discounts available for materials and services such as frames, lens options and contacts

**Basic Plan and Enhanced Plan**
- Routine eye exam — In-network: $20 copay; Out-of-network: up to $44 allowance for ophthalmologist, $39 for optometrist
- Frames — In-network: up to $125 allowance ($175 allowance for Enhanced Plan) plus 20% discount on coverages; Out-of-network: up to $50 ($81 for Enhanced Plan) allowance
- Lenses — In-network: covered in full; Out-of-network: up to $34 allowance for single vision, up to $48 allowance for bifocal, up to $64 allowance for trifocal and up to $88 allowance for lenticular
- Contact Lens Exam/Fitting — In-network: $20 copay; Out-of-network: $50; Contact lenses (elective) — In-network: up to $120 ($150 for Enhanced Plan) allowance; Out-of-network: up to $100 allowance
- Contact lenses (necessary) — In-network: covered in full; Out-of-network: up to $210 allowance

**Health Care Flexible Spending Account (HCFSA)**

The HCFSA allows you to set money aside on a pre-tax basis to pay for eligible health care expenses.
- Contribute between $120 and $2,500 per year

**Cancer Insurance**

The plan is administered by American Heritage Life and provides benefits to pay for cancer-related expenses.
- Choose between three options (Low, High and Premium)

**Critical Illness**

This program complements medical coverage, but does not replace it. The coverage pays a lump sum when a covered person experiences a medical condition outlined in the plan.
Voluntary Group Term Life Insurance

The University offers a group term life insurance program with ING. You may elect coverage on a guaranteed basis up to $100,000 without providing Evidence of Insurability (EOI). If the benefit amount exceeds $100,000, EOI must be provided. The maximum amount of coverage you may elect is $500,000, not to exceed 5 times your base annual earnings. You pay the full cost of coverage. You may elect coverage for your spouse and children.

Accident Insurance

• Core AD&D coverage — Coverage for employee only. $10,000 maximum limit. You must elect to enroll for coverage to receive this benefit. The University pays the full cost of this coverage.
• Voluntary AD&D coverage — May elect employee or employee + family coverage. Up to $500,000 maximum limit. You pay the full cost of coverage.

Disability

The Disability Income Plan of North Carolina (DIP-NC) is a benefit provided at no cost to eligible employees who participate in the Teachers’ and State Employees’ Retirement System (TSERS) or the Optional Retirement Program (ORP). Benefits are available to eligible employees who become continuously unable to perform the duties of their usual occupation due to a mental or physical incapacity while actively employed. DIP-NC consists of short-term and long-term disability benefits.

Short-Term Disability

Income benefits are equal to 50 percent of your annual base rate of compensation up to a maximum of $3,000 a month. Short-Term Disability is payable for a period not to exceed 365 days. There is a 60-day waiting period before benefits become payable.

Long-Term Disability

Income benefits are equal to 65 percent of your annual base rate of compensation up to a maximum of $3,900 a month. If approved, the benefit continues as long as you remain permanently disabled and until you qualify for an unreduced service retirement.

Supplemental Disability

The University offers Supplemental Disability programs through Liberty Mutual for employees enrolled in TSERS and through The Standard for employees enrolled in the ORP. These plans are designed to fill the gaps of the DIP-NC for the first year of employment and provide a supplement during the short-term and long-term periods of the DIP-NC. You pay the full cost of the premium if you enroll for coverage.

Teachers’ & State Employees’ Retirement System (TSERS)

• Defined benefit plan
• Under this plan, the State controls the investment. The benefit you receive at retirement is based on a formula (factors include your age, your average final compensation and your years/months of creditable service).
• Employee contribution — 6%
• University contribution — As defined by the General Assembly

Optional Retirement Program (ORP)

• Defined contribution plan
• Under this plan, you control your investments. The benefit you receive at retirement is based on investment performance and payment option chosen.
• Program serves as an option to TSERS.
• Employee contribution — 6%  
• University contribution — 6.84%
• Choose from two investment providers (Fidelity Investments and TIAA-CREF).
**TSERS for State Law Enforcement Officers**

- Defined benefit plan
- Under this plan, the State controls the investment. The benefit you receive at retirement is based on a formula (factors include your age, your average final compensation and your years/months of creditable service).
- Law Enforcement Officers can enroll in TSERS or the UNC Optional Retirement Program.
- Employee contribution — 6%
- University contribution — As defined by the General Assembly

**Supplemental Retirement Programs**

The University also offers several other programs to help you set aside money for retirement.

- University-sponsored 403(b) plan with investments provided by TIAA-CREF and Fidelity — You are eligible to participate if you have FICA tax withheld from your pay.
- State-sponsored 401(k) Plan administered by Prudential — You must be contributing to either the TSERS or the ORP to be eligible to participate.
- State-sponsored 457 deferred compensation plan administered by Prudential — All employees are eligible.

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**Leave Programs**

**Vacation and Sick Leave**

**Faculty**

- Individuals who are appointed to a faculty position at one of the 17 constituent institutions should consult campus specific policies concerning leave accruals based on the appointment type (i.e., 9 month vs. 12 month appointment).

**EPA Non-Faculty Employees**

- EPA non-faculty employees who are classified as EPA non-faculty Tier II senior and academic and administrative officers accrue up to 24 days of vacation leave and 12 days of sick leave per calendar year.
- Part-time EPA non-faculty employees (in covered positions who work at least 50% FTE) accrue leave based on proportional amount.
- Leave is earned on a monthly basis.
- Chancellor, Provost, Deans and Directors of major centers who are classified as EPA non-faculty Tier 1 senior academic and administrative officers accrue up to 26 days of vacation leave and 12 days of sick leave per calendar year.

**SPA Employees**

Permanent full-time employees eligible for vacation and sick leave based on their years of service as outlined below.

- 0 – 5 years — Vacation: 112 hours/year; Sick: 96 hours/year
- 5 – 10 years — Vacation: 136 hours/year; Sick: 96 hours/year
- 10 – 15 years — Vacation: 160 hours/year; Sick: 96 hours/year
- 15 – 20 years — Vacation: 184 hours/year; Sick: 96 hours/year
- 20+ years — Vacation: 208 hours/year; Sick: 96 hours/year

Permanent employees working 20 or more hours per week accrue on a pro-rated basis according to the number of scheduled work hours each week.

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**Holidays**

- 12 designated paid holidays per calendar year
- Permanent employees working between 20-39 hours per week earn holiday pay on a pro-rated basis according to the number of scheduled hours worked.

**Leaves of Absence**

The University offers a variety of leave programs for employees (i.e., family and medical leave, civil leave, military leave). Faculty members who do not accrue leave may be eligible for serious illness and disability leave.

**Shared Leave**

Voluntary leave that allows employees to assist another employee in the case of a prolonged medical condition that exhausts one employee’s available leave and would otherwise force that employee to be placed on leave without pay status.
Tuition Waiver
This program provides an opportunity for an eligible full-time employee to have the tuition waived for two courses taken at any of the constituent institutions of the University system.

Academic Assistance
This program provides reimbursement of academic costs to SPA employees if funds are available at the campus level, and/or time off the job if the course is available only during working hours.

FOR MORE INFORMATION
Visit www.northcarolina.edu/hr/unc/benefits/index.htm for more information about the benefits provided by the University. In addition, you can check your campus’ website for additional details and HR/Benefit Office contacts.

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