



BENEFITS AND RETIREMENT SNAPSHOT

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST	PAPERWORK	RETIREMENT
Health Insurance Plans	<p>LSU First Health Plan: administered by Cigna Website: www.lsufirst.lsu.edu Phone: 866-929-5781</p> <p>Health Maintenance Organization (HMO): administered by Blue Cross/Blue Shield of Louisiana Website: www.bcbsola.com Phone: 800-392-4089</p> <p>Consumer Driven Health Plan (CDHP): administered by United Healthcare Website: www.uhc.com Phone: 888-393-6765</p> <p>Preferred Provider Organization (PPO): administered by Office of Group Benefits Website: www.groupbenefits.org Phone: 225-925-6625</p> <p>Medical Home HMO Plan: administered by Vantage Health Website: http://employees.vhp-stategroup.com Phone: 888-823-1910</p>	<p>Participation is optional</p> <p>Appointed at 75% effort or greater and 121 days or greater</p>	<p>First month following a full month of employment if enrolled within 30 days of hire.</p> <p>Dependent Verification needs to be submitted upon enrollment to avoid loss of coverage for dependents.</p> <p>Late App- It can be done at any time. To obtain coverage the 1st of any month, paperwork needs to be completed by the 14th of the previous month.</p>	<p>Please refer to the Benefits Website at www.lsu.edu/benefits under the Insurance/Comparison of Medical plans section.</p>	<p>The Office of Group Benefits (GB01) form needs to be completed.</p> <p>Please refer to the website at www.lsu.edu/benefits under the Insurance/Comparison of Medical plans section for the enrollment form and list of acceptable dependent verification.</p>	<p>Employees may continue health insurance through retirement.</p> <p>Vesting Schedule- schedule that indicates how much the state will pay towards the premium when an employee retires.</p> <p>Please refer to the website at www.lsu.edu/benefits under the Insurance/Comparison of Medical plans section for the vesting schedule.</p>
Retirement Plans for TRSL eligible positions	<p>Teachers Retirement System of Louisiana (TRSL): Defined Benefit Plan: (Defaulted plan) Benefits are based on five highest consecutive year average salary and years of service with the retirement system.</p> <p>Optional Retirement Plan (ORP): Defined Contribution Plan: (Alternate plan) Benefits are based on employer and employee contributions and the success of the investments.</p>	<p>Membership is mandatory unless on an F visa</p> <p>Faculty-appointed at 50% effort or greater and for 2 years or more</p> <p>Staff-appointed at 51% effort or greater and for 2 year or more</p>	<p>TRSL: Date of Hire</p> <p>ORP: Employee and Employer contributions will be transferred to ORP from date of hire if enrolled within first 60 days of hire.</p>	<p>Employee contribution is 8% of their salary.</p> <p>LSU matches 5.2501% into the ORP account.</p>	<p>TRSL: No enrollment form is required.</p> <p>ORP: TRSL Form 16 is required along with the ORP vendor contract.</p>	<p>TRSL: Employee will receive a monthly pension for the rest of their lives.</p> <p>ORP: Benefits are based on what the balance of the account is at the time of retirement.</p>
Retirement Plans for Non-TRSL eligible positions	<p>Social Security (SS): (Defaulted plan) Retirement provided by the Federal Government</p> <p>Louisiana Deferred Compensation (DCCL) or Optional Retirement Plan (ORP): (Alternate plan) Benefits are based on employer and employee contributions and the success of the investments.</p>	<p>Membership is mandatory unless on a F visa</p> <p>Faculty-appointed at less than 50% effort or a full time appointment for 2 years or less.</p> <p>Staff-appointed at 51% effort or less or full time appointed for less than 2 years</p>	<p>SS: Date of Hire</p> <p>DCCL: Date of hire if enrolled within 30 days</p> <p>ORP: Date of hire if enrolled within 60 days</p>	<p>SS: Employee contribution is 6.2% of their salary.</p> <p>DCCL: Employee contribution is 7.5% of their salary and LSU matches 6.2%.</p> <p>ORP: Employee contribution is 8% and LSU matches 5.2501%.</p>	<p>SS: No enrollment form is required.</p> <p>DCCL: The Louisiana Deferred Compensation enrollment form.</p> <p>ORP: TRSL Form 16 is required along with the ORP vendor contract.</p>	<p>SS: Benefits are paid at Social Security age.</p> <p>DCCL and ORP: Benefits are paid based on the value of the account.</p>

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Retirement Plans for Classified (Civil Service) eligible positions	<p>Louisiana State Employees' Retirement System (LASERS): Defined Benefit Plan: (Defaulted plan)</p> <p>Benefits are based on five highest consecutive year average salary and years of service with the retirement system.</p> <p>If you are age 60 or age 55 with 40 quarters paid into SS you have the option to enroll in Social Security or Louisiana Deferred Compensation.</p> <p>Hazardous Duty Plan</p> <p>Benefits are based on five highest consecutive year average salary and years of service with the retirement system.</p>	<p>Membership is mandatory for all classified, civil service employees appointed for greater than 50% effort and for duration of more than two years.</p> <p>Campus police officers who are POST certified and who have the power to arrest and who hold a commission.</p>	<p>Date of Hire</p> <p>Date of Hire</p>	<p>Employee contribution is 8% of their salary.</p> <p>Employee contribution is 9.5% of their salary</p>	<p>LASERS Membership Registration form and LASERS Designation of Beneficiary form required.</p> <p>Contact the Benefits Service Center for forms.</p> <p>LASERS Membership Registration form and LASERS Designation of Beneficiary form required.</p>	<p>Employee will receive a monthly pension for the rest of their lives.</p> <p>Employee will receive a monthly pension for the rest of their lives.</p>
	<p>Employees can make pre-taxed contributions into the 403b plan and/or 457 supplemental retirement plans. There is no employer match.</p> <p>The contribution limits per calendar year are \$16,500 and an additional \$5,500 if over age 50.</p> <p>Carriers for the 403b plans are: Metlife ING TIAA-CREF VALIC</p> <p>Carrier for the 457 plan: Louisiana Deferred Compensation plan</p>	<p>Members must be employed for 50% effort or greater</p>	<p>Depends on when the paperwork is submitted</p> <p>Late App-Can enroll at any time.</p>	<p>No cost</p>	<p>The salary reduction form and the vendor contract.</p> <p>The salary form can be found under the Supplemental Retirement section at www.lsu.edu/benefits</p>	<p>Employees will have different withdrawal options from their accounts.</p>
Dental Plans	<p>Dearborn National- is the dental provider.</p> <p>Enhanced Coverage: Plan pays benefits at 100% for Type I(Preventative); 80% for Type II(Basic); 50% for Type III(Major), Orthodontia and Implant Services.</p> <p>Basic Coverage: Plan pays benefits according to fee schedule.</p>	<p>Participation is optional</p> <p>Appointed at 75% effort or greater and 121 days or greater</p>	<p>First month following a full month of employment if enrolled within 30 days of hire.</p> <p>Late App-Can only enroll during Annual Enrollment in October.</p>	<p>Please refer to the Benefits Website at www.lsu.edu/benefits under the Insurance/Dental section.</p>	<p>The LSU Voluntary Benefits Enrollment form. The form can be found under the Forms/Benefits enrollment form section at www.lsu.edu/benefits.</p>	<p>Employees may continue their benefits through retirement.</p>
Vision Plan	<p>Davis Vision- is the vision provider.</p> <ul style="list-style-type: none"> Additional coverage for LSU First Health Plan participants Co-pay benefit structure Greater discounts through the Davis Vision Designer Frame Collection One-year eyeglass breakage warranty at no additional cost 	<p>Participation is optional</p> <p>Appointed at 75% effort or greater and 121 days or greater</p>	<p>First month following a full month of employment if enrolled within 30 days of hire.</p> <p>Late App-Can only enroll during Annual Enrollment in October.</p>	<p>Please refer to the Benefits Website at www.lsu.edu/benefits under the Insurance/Vision section</p>	<p>The LSU Voluntary Benefits Enrollment form. The form can be found under the Forms/Benefits enrollment form section at www.lsu.edu/benefits.</p>	<p>Employees may continue their benefits through retirement.</p>

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Long Term Disability	The Hartford -is the long term disability provider. If you become disabled and qualify for benefits, LTD coverage will pay you 60% of your monthly salary up to a maximum of \$12,000 per month.	Participation is optional Appointed at 75% effort or greater and 121 days or greater	Following month from date of hire if enrolled within 30 days of hire. Late App -Can apply at any time but will be subject to Medical Underwriting	Monthly salary x.00553= _____	The LSU Voluntary Benefits Enrollment form. The form can be found under the Forms/Benefits enrollment form section at www.lsu.edu/benefits .	This will discontinue upon retirement.
Term Life Insurances	The Office of Group Benefits Term Life plan- Prudential Basic Plan-\$5000 Basic + Supplemental -1 ½ times your salary up to \$50,000 The LSU System Voluntary Life –Hartford Employees - can purchase AD&D and Voluntary Life in increments of \$10,000 at a maximum amount \$1,000,000. Guaranteed the lesser of \$500,000 or 5 x salary. AD&D policy will have to equal the life amount. Spouse - guaranteed the lesser of \$100,000 or 50% of the amount elected by employee. Dependent -coverage from \$5,000-\$20,000.	Participation is optional Appointed at 75% effort or greater and 121 days or greater	First month following a full month of employment if enrolled within 30 days of hire. Late App -Can apply at any time but will be subject to Medical Underwriting	Prudential: Basic: \$0.50 per 1,000 Basic + Supplemental: Please refer to the www.lsu.edu/benefits under the Life Insurance section. LSU System Voluntary Life: Rates can be found on the enrollment form. Premium increases every 5 years based on age.	Prudential: GBO1 form and the beneficiary form LSU System Voluntary Life: The LSU Life enrollment form Forms can be found under the life insurance section at www.lsu.edu/benefits .	Prudential: May continue but benefit amount will reduce 25% at age 65 & 70 LSU System Voluntary Life: May continue but will reduce to \$100,000 at age 70.
Accidental Death & Dismemberment Life Insurance	The Hartford - is the AD&D provider. Benefits are payable in the event of death in an accident or dismemberment for employee and dependent. Spouse -50% of your principal sum, or 40% if you have eligible children. Dependents - 15% of your principal sum or 10% if your spouse is eligible for coverage.	Participation is optional Appointed at 75% effort or greater and 121 days or greater	Following month from date of hire if enrolled within 30 days of hire. Late App -Can enroll at any time	Please refer to the www.lsu.edu/benefits under the Insurance/Accidental Death and Dismemberment section.	The LSU Voluntary Benefits Enrollment form. The form can be found under the Forms/Benefits enrollment form section at www.lsu.edu/benefits .	Employees may continue through retirement. The principal sum will reduce from age 70 to 85, but the premium rates will remain the same.
Long Term Care	UNUM - is the long term care provider. <ul style="list-style-type: none"> Benefits are payable for personal care services provided in a nursing home, community or in the home for employee and spouse Guaranteed issue for employee and spouse May elect coverage on parents or grandparents but not on a guaranteed issues basis 	Participation is optional Appointed at 75% effort or greater and 121 days or greater	First month following a full month of employment if enrolled within 30 days of hire. Late App -Can apply at any time but will be subject to Medical Underwriting	Rates can be found in UNUM enrollment packet or at www.lsu.edu/benefits under the Long Term Care section.	The UNUM enrollment form can be found on the benefits website at www.lsu.edu/benefits .	Employees may continue through retirement.
Flexible Spending Accounts	Premiums Only Plan -Premiums for medical, dental, vision and Prudential life deducted out of your paycheck pre-tax. Healthcare and Dependent Care Spending Accounts - Employees may set aside pre-tax dollars for out-of-pocket health care or dependent care expenses incurred by the employee and/or eligible dependents. These accounts are administered by Boon-Chapman. Debit card option is available for the healthcare and dependent care spending accounts.	Participation is optional Appointed at 75% effort or greater and 121 days or greater	First month following a full month of employment if enrolled within 30 days of hire. Late App -Can only enroll during Annual Enrollment	Premiums Only Plan -No cost. Healthcare and Dependent Care - \$5.10 admin fee (12 month basis) \$6.80 admin fee (9 month basis)	The flexible spending account enrollment form. The form can be found under the Forms/Benefits enrollment form section at www.lsu.edu/benefits .	This will discontinue upon retirement.

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST	PAPERWORK	RETIREMENT
Tuition Exemption Program	<ul style="list-style-type: none"> • May register for up to 6 college credit hours per regular semester. • May register for up to 3 college credit hours for summer term. • All hours as described above are exempt from payment. • Technology fees and Academic Excellence fees are not exempt (reimbursable) under this program. • May take up to 3 hours during work hours • Courses may be taken if job related or towards a degree. 	Professional Staff or Classified Employees that are appointed at 100% effort. Employees must be employed for a year in the LSU System before applying to participate in the program.	Semester that employee applies for the exemption.	No cost	Eligible employees can request Tuition Exemption via their PAWS account under the Employee Resources section.	You may participate in the Tuition Exemption Program through retirement.
Sick Leave Accrual	Sick Leave is leave with pay granted an employee who is suffering with a disability as a result of accident, illness, psychological problems or childbearing which prevents the employee from performing usual duties and responsibilities or who requires medical, dental, or optical consultation or treatment.					
Annual Leave Accrual	Annual leave may be used for any personal purpose (including care of a family member) any time after it is earned contingent upon departmental or other designated approval.					