

KCTCS Versus KRS 164.5805 Benefits			BENEFIT PROGRAM COMPARISONS			As of: January 1, 2008		
KCTCS BENEFIT PROGRAM:			KRS 164.5805 (FORMER 18A AND 151B Benefits)					
BENEFIT DESCRIPTION	TAX: PRE OR POST	H.R. POLICY NUMBER	BENEFIT DESCRIPTION	TAX: PRE OR POST	H.R. POLICY/ ADMIN. REG. NUMBER			
<p>TERM LIFE INSURANCE</p> <p>Basic \$20,000. Premiums paid by KCTCS</p> <p>Optional Coverage available at employee expense. 1 and 2 times salary</p> <p>Spouse & Dependent and Dependent and Child Coverage Available \$5,000 and \$10,000 max</p>	N/A Post-tax	3.6.2	<p>TERM LIFE INSURANCE</p> <p>Same as KCTCS</p>					
<p>GROUP ACCIDENT INSURANCE (AD&D)</p> <p>\$20,000 Benefit -Premiums paid by KCTCS May also purchase additional AD&D coverage along with optional life selection.</p>	N/A	3.6.3	<p>GROUP ACCIDENT INSURANCE (AD&D)</p> <p>Same as KCTCS</p>					
<p>HEALTH INSURANCE</p> <p>KCTCS contributes towards the purchase of plans. KCTCS participates in the Kentucky Employees Health Plan (KEHP) Three PPO Plans and one consumer driven health plan with an integrated Health Reimbursement Account are offered. The contribution rate is dependent upon level of coverage and area offerings.</p>	Pre-tax	3.6.4 3.6.5 3.6.5.1	<p>HEALTH INSURANCE</p> <p>KCTCS contributes towards the purchase of plans. KCTCS participates in the Kentucky Employees Health Plan (KEHP). Three PPO plans and one consumer driven health plan with an integrated Health Reimbursement Account are offered. Contribution schedule is based upon the State rates for smoker or non-smoker status.</p>					

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<p>KCTCS Personnel System: Employee Contribution Rate Schedule: <u>2007</u></p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th>Plan</th> <th>Single</th> <th>Parent Plus</th> <th>Couple</th> <th>Family</th> <th>Family Cross-Reference</th> </tr> </thead> <tbody> <tr> <td>Commonwealth Essential</td> <td>Not Offered</td> <td>\$46.24</td> <td>\$218.14</td> <td>\$269.10</td> <td>\$0.00</td> </tr> <tr> <td>Commonwealth Enhanced</td> <td>\$0.00</td> <td>\$95.92</td> <td>\$300.68</td> <td>\$360.82</td> <td>\$8.18*</td> </tr> <tr> <td>Commonwealth Premier</td> <td>\$15.30</td> <td>\$143.20</td> <td>\$335.10</td> <td>\$399.06</td> <td>\$27.82*</td> </tr> <tr> <td>Commonwealth Select</td> <td>\$0.00</td> <td>\$73.70</td> <td>\$226.58</td> <td>\$271.04</td> <td>\$6.14*</td> </tr> </tbody> </table> <p>*Contribution is per employee</p> <p>Dependent Coverage available to age 24.</p> <p>Rates and Plan selections are subject to change each January 1st at open enrollment.</p> <p><i>Selections available from PPO Plans and one CDHD plan.</i></p>						Plan	Single	Parent Plus	Couple	Family	Family Cross-Reference	Commonwealth Essential	Not Offered	\$46.24	\$218.14	\$269.10	\$0.00	Commonwealth Enhanced	\$0.00	\$95.92	\$300.68	\$360.82	\$8.18*	Commonwealth Premier	\$15.30	\$143.20	\$335.10	\$399.06	\$27.82*	Commonwealth Select	\$0.00	\$73.70	\$226.58	\$271.04	\$6.14*			<p>18A/151B: Non-Smoker Employee Contribution Rates for <u>2007</u></p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th>Plan</th> <th>Single</th> <th>Parent Plus</th> <th>Couple</th> <th>Family</th> <th>Family Cross-Refer</th> </tr> </thead> <tbody> <tr> <td>ComE ssential</td> <td>Not Offered</td> <td>\$61.64</td> <td>\$290.84</td> <td>\$358.80</td> <td>\$0.00</td> </tr> <tr> <td>ComE nhanced</td> <td>\$0.00</td> <td>\$127.76</td> <td>\$400.90</td> <td>\$481.10</td> <td>\$10.90*</td> </tr> <tr> <td>ComP remier</td> <td>\$20.40</td> <td>\$190.94</td> <td>\$446.80</td> <td>\$532.08</td> <td>\$37.08*</td> </tr> <tr> <td>Com. Select</td> <td>\$0.00</td> <td>\$98.26</td> <td>\$302.10</td> <td>\$361.38</td> <td>\$8.18*</td> </tr> </tbody> </table> <p>18A/151B: Smoker:</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th>Plan</th> <th>Single</th> <th>Parent Plus</th> <th>Couple</th> <th>Family</th> <th>Family Cr Reference</th> </tr> </thead> <tbody> <tr> <td>CommE ssential</td> <td>Not Offered</td> <td>\$95.26</td> <td>\$324.48</td> <td>\$392.42</td> <td>\$16.80*</td> </tr> <tr> <td>CommE nhanced</td> <td>\$16.80</td> <td>\$161.38</td> <td>\$434.52</td> <td>\$514.72</td> <td>\$27.70*</td> </tr> <tr> <td>CommP remier</td> <td>\$37.20</td> <td>\$224.56</td> <td>\$480.42</td> <td>\$565.70</td> <td>\$53.88*</td> </tr> <tr> <td>CommS elect</td> <td>\$13.22</td> <td>\$124.12</td> <td>\$327.44</td> <td>\$386.66</td> <td>\$20.80</td> </tr> </tbody> </table> <p>*Contribution is per employee</p> <p>Dependent Coverage available to age 24</p>						Plan	Single	Parent Plus	Couple	Family	Family Cross-Refer	ComE ssential	Not Offered	\$61.64	\$290.84	\$358.80	\$0.00	ComE nhanced	\$0.00	\$127.76	\$400.90	\$481.10	\$10.90*	ComP remier	\$20.40	\$190.94	\$446.80	\$532.08	\$37.08*	Com. Select	\$0.00	\$98.26	\$302.10	\$361.38	\$8.18*	Plan	Single	Parent Plus	Couple	Family	Family Cr Reference	CommE ssential	Not Offered	\$95.26	\$324.48	\$392.42	\$16.80*	CommE nhanced	\$16.80	\$161.38	\$434.52	\$514.72	\$27.70*	CommP remier	\$37.20	\$224.56	\$480.42	\$565.70	\$53.88*	CommS elect	\$13.22	\$124.12	\$327.44	\$386.66	\$20.80		
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			Rates and Plan selections are subject to change each January 1 st at open enrollment <i>Selections available from PPO Plans and one CDHD plan</i>		
DENTAL INSURANCE Optional coverage available at employee expense from a variety of carriers and plans	Pre-tax	3.6.4	DENTAL INSURANCE Same as KCTCS		3.6.4
FLEXIBLE SPENDING ACCOUNTS Tax shelters dependent care expenses and health care expenses not covered by insurance. Available through KCTCS Flexible Spending Account . Current annual Maximums: Health-\$ 5,004 Dep. Care-\$4,992 <i>2 ½ Month Grace period. Claims incurred January 1-March 15th, 2008 may be reimbursed from any balance leftover from 2007 allocation.</i> A convenient Debit Card is available for usage	Pre-tax N/A	3.6.10	FLEXIBLE SPENDING ACCOUNTS Tax shelters dependent care expenses and health care expenses not covered by insurance. Available through KCTCS Flexible Spending Account . Current annual Maximums: Health-\$5,004 Dep. Care-\$4,992 <i>2 ½ Month Grace period. Claims incurred January 1-March 15th, 2008 may be reimbursed from any balance leftover from 2007 allocation.</i> A convenient Debit Card is available for usage		

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<p><u>HEALTH REIMBURSEMENT ACCOUNT (HRA)</u></p> <p>Tax shelters health care expenses not covered by insurance. Available through the KCTCS Health Reimbursement Account.</p> <p>You can waive health insurance and the monthly employer credit of \$175 will be applied to a Health Reimbursement Account.</p> <p>Convenient debit card is available for usage.</p> <p>Any remaining balance in the HRA at year end, will carry-over to subsequent plan years as long as you continue to waive health insurance coverage.</p> <p>If you have both a health care FSA and the HRA, expenses will be reimbursed from your FSA account first.</p>			<p><u>HEALTH REIMBURSEMENT ACCOUNT (HRA)</u></p> <p>Same as KCTCS</p>		
<p>\$50 BENEFIT ALLOWANCE</p> <p>KCTCS Faculty and Staff members who have single healthcare coverage, or who have elected to waive out of the healthcare plan will have a \$50 monthly allowance for benefits. This allowance may be used for health insurance premiums, health care flexible spending accounts, dental coverage or the purchase of individual voluntary benefits.</p>			<p>\$50 BENEFIT ALLOWANCE</p> <p>No Benefit Available.</p>		

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<i>It may not be used for supplemental group life coverage or Supplemental Long Term Disability Coverage.</i>					
<p>RETIREMENT</p> <p>All position status dependent</p> <p>Kentucky Teachers Retirement A.) Employee contributes 6.16% of salary KCTCS contributes 13.84% of salary Employee pays social security <i>Optional Membership</i></p> <p>B.) Position transfers from Workforce Development Employee contributes 9.855% of salary KCTCS contributes 13.105% Employee does not pay social security <i>Mandatory Membership</i></p> <p>Kentucky Employee Retirement Employee contributes 5% of salary KCTCS contributes 8.50% of salary (<i>includes overtime pay</i>) Or, 403(b) Defined Contribution Plan Available through TIAA-CREF, ING-, Fidelity and American Century Employee contributes 5% of salary KCTCS contributes 10% of salary (<i>Salary only</i>) Voluntary contributions are permissible. Loans are available from TIAA-CREF, and ING at 50% value of</p>	<p>Pre-tax</p> <p>Pre-tax</p> <p>Pre-tax</p>	<p>3.6.9 3.7</p>	<p>RETIREMENT</p> <p>18A: Kentucky Employees Retirement, and 401(k), 457 plans offered through the Deferred Compensation Authority. In KERS employee contributes 5% of salary and KCTCS contributes 8.50% for non-hazardous duty employees.</p> <p>151B: Kentucky Teachers Retirement, Kentucky Employees Retirement and 401(k), 457 plans offered through the Deferred Compensation authority. In KERS employee contributes 5% of salary and KCTCS contributes 8.50% for non-hazardous-duty employees In KTRS employee contributes 9.855% and KCTCS contributes 13.105% (employee does not pay social security)</p>	<p>Pre-tax</p> <p>Pre-tax</p>	

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account to a maximum of \$50,000.					
<p>PHASED RETIREMENT POLICY</p> <p>Designed to provide an opportunity for regular status full-time tenured faculty and/or faculty who have continued or continuing employment status and have compiled 15 years of full-time service and have reached the date of normal retirement, to make an orderly transition to retirement through part-time service. Program is voluntary; availability of program may be limited at anytime by the colleges.</p> <p>Benefits Available: KCTCS Retiree Health and continuation of retirement contributions for reduced hours.</p>		3.6.15	<p>PHASED RETIREMENT POLICY</p> <p>Not available.</p>		
<p>WORKERS COMPENSATION</p> <p>Kentucky Workers Compensation Law 66 2/3% average weekly salary</p> <p>May use accumulated sick leave to keep full salary. Coordinated with FMLA</p> <p>Necessary approved medical expenses paid</p>	N/A	3.6.8	<p>WORKERS COMPENSATION</p> <p>Same as KCTCS</p>		

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<p>LONG TERM DISABILITY (Retiree System Dependent)</p> <p><u>403(b) Participant:</u> KCTCS Employees with 403(b) retirement may enroll through The Standard.</p> <ul style="list-style-type: none"> ▪ Benefit is 60% of basic monthly salary up to a maximum of \$5,000 monthly. ▪ Benefit available after one year of continuous full-time service (Unless new employee has been continuously covered under a LTD policy within the 6 months prior to date of hire, then coverage is immediate) ▪ Retirement contributions cease. ▪ KCTCS continues to pay active employer contribution for health insurance until retirement. Employee would then participate in KCTCS Retiree health, if eligible. ▪ <i>No cost to Employee.</i> <p><i>Benefits available until age 65, unless disability starts over age 60, then:</i></p> <table border="0"> <tr> <td><u>Age of Disability Onset</u></td> <td><u>Limit</u></td> </tr> <tr> <td>To age 59</td> <td>To age 65</td> </tr> </table>	<u>Age of Disability Onset</u>	<u>Limit</u>	To age 59	To age 65	N/A	3.6.6	<p>LONG TERM DISABILITY (Retiree System Dependent)</p> <p>403(b) benefit does not apply.</p>		
<u>Age of Disability Onset</u>	<u>Limit</u>								
To age 59	To age 65								

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60-64 5 Yrs. 65-68 To age 70 69 or older 1 Yr. <i>Coordinated with payments from government and/or other employers for the same condition.</i> <u>KERS/KTRS Participant:</u> Persons actively contributing to KERS and KTRS are eligible after 60 months of service. Benefit is available through KTRS or KERS. Disability benefits are calculated in the same manner as normal retirement benefits. <i>No cost to employee.</i>				<u>KERS and KTRS Participant:</u> Same as KCTCS.				
<u>SUPPLEMENTAL LONG TERM DISABILITY</u>				<u>SUPPLEMENTAL LONG TERM DISABILITY</u>				
Regular, full-time employees may purchase a Supplemental Long Term Disability policy which supplements the regular group policy 403(b) Participants: Additional 15% Benefit; 100% Catastrophic Benefit KERS/KTRS: Additional \$500 Monthly; 100% Catastrophic		Post-tax		Not Available				
FACULTY AND STAFF TUITION WAIVER PROGRAM				FACULTY AND STAFF TUITION WAIVER PROGRAM				
Tuition defrayed up to 6 credits per semester (summer is considered								

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one semester). May take one course during work hours (with permission, time must be made up) per semester. <i>Fees outside registration are not paid by KCTCS.</i>			Same as KCTCS.			
DEPENDENT/SPOUSE TUITION WAIVERS Tuition defrayed for 6 credit hours per term (Fall, Spring, Summer) at KCTCS colleges (only) for faculty or staff member's spouse and each dependent child (age 23 or less).		2.10.1	DEPENDENT/SPOUSE TUITION WAIVERS Not available.			
RETIREE HEALTH BENEFITS (KERS and KTRS) KRS provides hospital/medical insurance coverage for recipients of retirement benefits. Under age 65, participation is optional. Contributions are funded by the KRS depending upon member's years of service, carrier selected and level of coverage. Medicare Eligible Policy available over age 65. <u>KERS (Participate before 7/1/03)</u> Less than 4 years – 0% 4-10 years – 25% 10-15 years – 50% 15-20 years – 75% 20 or more years - 100% <u>KERS (Participate after 7/1/03)</u> Less than 10 years – 0% \$10 per month for each year of service after 10 years			RETIREE HEALTH BENEFITS KERS and KTRS: Same as KCTCS			

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<p><u>KTRS (Participate before 7/1/02)</u> Less than 5 years – 0% 5-10 years – 25% 10-15 years – 50% 15-20 years – 75% 20 or more years – 100%</p> <p><u>KTRS (Participate after 7/1/02)</u> Less than 5 years – 0% 5-10 years – 10% 10-15 years – 25% 15-20 years – 45% 20-25 years – 65% 25-26 years – 90% 26-27 years – 95% 27 or more years – 100%</p> <p><u>KCTCS: 403(b) Participants</u></p> <p>Early Retirees under age 65 KCTCS provides health insurance under the KEHP the same as for active employees. KCTCS will fund the employer contribution, if employee meets the Rule of 75 and has completed 15 years of full-time service. Early Retiree contribution costs are:</p>			<p>403(b) Benefit-Not applicable..</p>		

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Comprehensive health promotion program available to employees (small fee is charged for participation in some programs).			Same as KCTCS			
SUPPLEMENTAL/VOLUNTARY BENEFITS: Other benefits are available by contacting the Plan Administrators directly. The premiums then can be payroll deducted by KCTCS. <i>Coverages are:</i> Cancer/Heart Insurance Short Term Disability Long Term Care Supplemental Life Vision	Post-tax		SUPPLEMENTAL/VOLUNTARY BENEFITS: Same as KCTCS.			
CREDIT UNION Membership is open in the Commonwealth Credit Union, UK Credit Union, & KY Employees Credit Union.		3.5.3.5	CREDIT UNION Same as KCTCS.			
EMPLOYEE DEVELOPMENT KCTCS may encourage or require employees to take additional course work or seminar training if deemed job related and only		2.10.1.1.	EMPLOYEE DEVELOPMENT Same as KCTCS.			

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available during working hours. KCTCS will make efforts to grant release time with pay								
VISION CARE Optional individual coverage and/or discount program is available with dental coverage at employee's expense through Delta Dental or Dental Care Plus. Also, EYEMED discount program available through Humana, the third party administrator for the KEHP. Details available on "MyHumana" web-site. Voluntary vision insurance plan offered by AFLAC	N/A		VISION CARE Same as KCTCS.					
SUPPLEMENTAL RETIREMENT Additional tax-deferred contributions may be made to retirement account (403(b) deferred compensation plan and 457 Plans)	Pre-tax	3.6.13 3.5.14	SUPPLEMENTAL RETIREMENT Same as KCTCS					
COBRA An employee who loses eligibility for coverage under their health care plan, dental plan or FSA (health care only) because of termination of employment or other qualifying event (for dependents also) is eligible to continue coverage as defined by Federal Law at the expense of the employee (and/or dependent)		3.6.7	COBRA Same as KCTCS.					

KCTCS Versus KRS 164.5805 Benefits		BENEFIT PROGRAM COMPARISONS		As of: January 1, 2008	
KCTCS BENEFIT PROGRAM:			KRS 164.5805 (FORMER 18A AND 151B Benefits)		
BENEFIT DESCRIPTION	TAX: PRE OR POST	H.R. POLICY NUMBER	BENEFIT DESCRIPTION	TAX: PRE OR POST	H.R. POLICY/ ADMIN. REG. NUMBER
<p>DISCOUNTS A wide variety of discounts exist with valid KCTCS ID card. The list is available on the KCTCS web-site.</p>			<p>DISCOUNTS Same as KCTCS</p>		
<p>ENROLLMENT PERIODS:</p> <p><i>First 30 days of Employment:</i></p> <p>Retirement (mandatory), Life, AD & D, Health, Dental, Flexible Spending Accounts, Health Reimbursement Accounts, Optional Life, Supplemental LTD, \$50 Benefit</p> <p><i>Open Enrollment (January 1st):</i></p> <p>Health, Dental, \$50 Benefit Allowance, Flexible Spending Accounts, Health Reimbursement Account, Voluntary Benefits</p> <p><i>Once a year:</i></p> <p>Staff Sick Leave Pool re-enrollment</p> <p><i>Anytime:</i></p> <ul style="list-style-type: none"> ▪ Retirement carrier and/or investment options, ▪ Supplemental retirement, ▪ Optional AD&D, Decrease Optional Life Insurance, ▪ Increase Life Insurance with Evidence of Insurability 			<p>ENROLLMENT PERIODS:</p> <p><i>First 30 days of Employment:</i></p> <p>Retirement (mandatory), Life, AD & D, Health, Dental, Flexible Spending Accounts, Health Reimbursement Account, Optional Life</p> <p><i>Open Enrollment (January 1st)</i></p> <p>Health, Dental, Flexible Spending Accounts, Health Reimbursement Account, Voluntary Benefits</p> <p><i>Once a year:</i></p> <p>Staff Sick Leave Pool Re-enrollment</p> <p><i>Anytime:</i></p> <ul style="list-style-type: none"> ▪ Retirement carrier and/or investment options, ▪ Supplemental retirement, ▪ Optional AD&D, Decrease Optional Life Insurance, ▪ Increase Life Insurance with Evidence of Insurability 		

14 This is merely a summary of benefits. In all cases, KCTCS policies and/or other administrative regulations prevail. Policies are subject to change.

KCTCS Versus KRS 164.5805 Benefits			BENEFIT PROGRAM COMPARISONS			As of: January 1, 2008		
KCTCS BENEFIT PROGRAM:			KRS 164.5805 (FORMER 18A AND 151B Benefits)					
BENEFIT DESCRIPTION	TAX: PRE OR POST	H.R. POLICY NUMBER	BENEFIT DESCRIPTION	TAX: PRE OR POST	H.R. POLICY/ ADMIN. REG. NUMBER			
<ul style="list-style-type: none"> ▪ Staff Sick Leave Pool Initial Enrollment <p><i>Coverage cannot be added or dropped until next open enrollment for benefits purchased on a pre-tax basis unless there is a family status change as defined by federal law</i></p>			<ul style="list-style-type: none"> ▪ Staff Sick Leave Pool Initial Enrollment <p><i>Once a Lifetime:</i> Change from 18A/151B to KCTCS Personnel System</p> <p><i>Coverage cannot be added or dropped until next open enrollment for benefits purchased on a pre-tax basis unless there is a family status change as defined by federal law</i></p>					
<p>BENEFITS AVAILABLE AFTER TERMINATION:</p> <ul style="list-style-type: none"> ▪ Health Care, Dental <p><i>Continued through COBRA or Retiree Health Benefit KRS participants have availability of Retiree Health Benefit. Must change to Medicare eligible plan at age 65.</i></p> <ul style="list-style-type: none"> ▪ FSA, HRA-May be continued through COBRA ▪ Life Coverages, Optional Voluntary Benefits <p><i>May be converted through carrier to individual policy.</i></p> <ul style="list-style-type: none"> ▪ AD&D, LTD <p><i>Coverage ceases</i></p> <ul style="list-style-type: none"> ▪ Retirement <p><i>Benefit available according to plan provisions. Funds may be rolled over.</i></p>			<p>BENEFITS AVAILABLE AFTER TERMINATION:</p> <p>Health Care, Dental,</p> <p><i>Continued through COBRA or Retiree Health Benefit KRS participants have availability of Retiree Health Benefit. Must change to Medicare eligible plan at age 65.</i></p> <ul style="list-style-type: none"> ▪ FSA, HRA-May be continued through COBRA ▪ Life Coverages, Optional Voluntary Benefits <p><i>May be converted through carrier to individual policy.</i></p> <ul style="list-style-type: none"> ▪ AD&D, LTD <p><i>Coverage ceases</i></p> <ul style="list-style-type: none"> ▪ Retirement <p><i>Benefit available according to plan provisions. Funds may be rolled over.</i></p>					

KCTCS Versus KRS 164.5805 Benefits		BENEFIT PROGRAM COMPARISONS		As of: January 1, 2008	
KCTCS BENEFIT PROGRAM:			KRS 164.5805 (FORMER 18A AND 151B Benefits)		
BENEFIT DESCRIPTION	TAX: PRE OR POST	H.R. POLICY NUMBER	BENEFIT DESCRIPTION	TAX: PRE OR POST	H.R. POLICY/ ADMIN. REG. NUMBER
BENEFITS AVAILABLE AT RETIREMENT			BENEFITS AVAILABLE AT RETIREMENT		
<p>Health Care, Dental <i>Available through Retiree Health Benefit or COBRA or if a member of KRS, have availability of Retiree Health Benefit. Must change to Medicare Eligible plan at age 65.</i></p> <p>FSA,HRA <i>Available through COBRA</i></p> <p>Life, Optional Coverages <i>May be converted through carrier to individual policy</i></p> <p>AD&D, LTD <i>Ceases at Retirement</i></p> <p>Retirement <i>Benefit available according to plan Provisions</i></p>			<p>Health Care, Dental <i>Available through KRS Retiree Health Benefit or COBRA. Must change to Medical Eligible plan at age 65.</i></p> <p>FSA,HRA <i>Available through COBRA</i></p> <p>Life, Optional Coverages <i>May be converted through carrier to individual policy</i></p> <p>AD&D, LTD <i>Ceases at Retirement</i></p> <p>Retirement <i>Benefit available according to plan Provisions</i></p>		