

**Benefit Program Comparison
BENEFIT PROGRAM COMPARISONS**

**KCTCS Versus University
Kentucky Benefits**

As of October, 2001

KCTCS BENEFIT PROGRAM:			U.K. SPONSORED PROGRAM:		
BENEFIT DESCRIPTION	TAX: PRE OR POST	H.R. POLICY NUMBER	BENEFIT DESCRIPTION	TAX: PRE OR POST	H.R. POLICY NUMBER
TERM LIFE INSURANCE Basic \$20,000. Premiums paid by KCTCS Optional Coverage available at employee expense. 1 and 2 times salary Spouse & Dependent and Dependent Child Coverage Available <i>\$5,000 and \$10,000 max</i>	N/A Post-tax	3.5.2.1 3.6.2	TERM LIFE INSURANCE Basic \$7,500. Premiums paid by KCTCS Optional coverage available at employee expense. 1, 2 and 3 times salary	N/A Post-tax	91.0 KCTCS: 3.5.2.1
GROUP ACCIDENT INSURANCE (AD&D) \$ 20,000 Premiums paid by KCTCS	N/A	3.5.2.2 3.6.3	GROUP ACCIDENT INSURANCE (AD&D) Group accident insurance available for purchase by employees	Post-tax	92.0 KCTCS: 3.5.2.2. 3.6.3
HEALTH INSURANCE KCTCS contributes \$ 234 (\$245 effective 1/1/02) (or more depending upon area offerings) toward purchase of Plans. Availability of Plans varies by regional service areas. (Rates and Plan selections are subject to change each January 1st at open enrollment) Dependent Coverage available to age 24 <i>Current plan selections and rates attached (Exhibits A,B,C,D,E,F)</i> <i>Selections available from HMO Plans, POS Plans, PPO Plans and EPO Plans.</i>	Pre-tax	3.6.4 3.6.5 3.6.5.1	HEALTH INSURANCE KCTCS contributes \$ 209.00 towards purchase of Plans. Availability of Plans varies by regional service area. (Rates and Plan selections are subject to change each July 1st at open enrollment) Dependent coverage until age 19; if full-time student available until age 25 <i>Current plan selections and rates attached (Exhibits G&H)</i> <i>Selections available from HMO Plans, PPO Plans and Indemnity Plans</i>	Pre-tax	93.0 and 94.0 KCTCS: 3.5.2.5 3.5.2.6

Attachment A

1 This is merely a summary of benefits. In all cases, KCTCS and/or UK Policy and Procedures prevail. Policies are subject to change.

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<p>DENTAL INSURANCE</p> <p>Coverage available through Health Insurance selection (except EPO) -Preventive dental only. Limited to two routine cleanings per person per plan year. One set of bitewing xrays per person per plan year. <i>Payable at 50%; \$ 100 Benefit Yr. Max (Plan A Only)</i> Optional coverage available at employee expense</p>	<p>see above</p> <p>Post -tax</p>		<p>DENTAL INSURANCE</p> <p>A variety of group Dental insurance plans are available for purchase by employees.</p> <p><i>Rates and Plan Descriptions available in Exhibits (I & J)</i></p>	<p>Pre-tax</p>	<p>90.0</p> <p>KCTCS: 3.5.2.5</p>
<p>FLEXIBLE SPENDING ACCOUNTS</p> <p>Tax shelters dependent care expenses and health care expenses not covered by insurance. Available through Commonwealth Choice.</p> <p>Current annual Maximums: Health-\$ 2,880 Dep Care-\$4,992</p> <p><i>You can waive health insurance and the credit (\$234.00) can be applied to your healthcare reimbursement account</i></p>	<p>Pre-tax</p> <p>N/A</p>	<p>3.6.10</p>	<p>FLEXIBLE SPENDING ACCOUNTS</p> <p>Tax shelters dependent care expenses and health care expenses not covered by insurance. Available through CATSELECT.</p> <p>Current annual Maximums: Health-\$4,000 Dep Care- \$ 5,000</p> <p><i>You must have been employed for one year to enroll in the Health Care Reimbursement Account</i></p>	<p>Pre-tax</p>	<p>90.0</p> <p>KCTCS: 3.5.2.7</p>

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<p>RETIREMENT</p> <p><i>All position status dependent</i></p> <p>Kentucky Teachers Retirement</p> <p>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</p> <p>Employee contributes 5% of salary KCTCS contributes 5.89% of salary <i>(includes overtime pay)</i></p> <p>403(b) Defined Contribution Plan</p> <p>Available through TIAA-CREF, AETNA and American Century</p> <p>Employee contributes 5% of salary KCTCS contributes 10% of salary <i>(Salary only)</i> Voluntary contributions are permissible</p>	<p>Pre-tax</p> <p>Pre-tax</p> <p>Pre-tax</p> <p>Pre-tax</p>	<p>3.6.9</p>	<p>RETIREMENT</p> <p>403(b) Defined Contribution Plans from TIAA-CREF, Fidelity and American Century</p> <p>Employee contributes 5% of salary. KCTCS contributes 10% of salary</p> <p>Voluntary contributions are permissible</p> <p><i>Participation is voluntary upon completion of one year for those employees who have not attained age 30 and mandatory upon completion of one year of continuous service and the attainment of age 30</i></p> <p>PHASED RETIREMENT POLICY</p> <p>Designed to provide an opportunity for eligible full-time tenured faculty to make and orderly transition to retirement through part-time service. Program is voluntary.</p>	<p>Pre-tax</p>	<p>AR II 1.6-1 91.0,93.0,94.0 KCTCS: 3.5.3</p> <p>KCTCS: 3.5.32</p>

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<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	<p>3.5.1.1.</p> <p>3.6.8</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	<p>96.0</p> <p>KCTCS: 3.5.1.1.</p>
<p>LONG TERM DISABILITY</p> <p>KCTCS Employees with 403(b) retirement may enroll through TIAA-CREF</p> <p>Benefit is 60% of basic monthly salary</p> <p>Benefit available after one year of continuous full-time service.</p> <p><i>No cost to Employee</i></p> <p>Persons actively contributing to KERS and KTRS are eligible after 60 months of service.</p> <p>Disability benefits are calculated in the same manner as normal retirement benefits.</p>	N/A	3.6.6	<p>LONG TERM DISABILITY</p> <p>Approved claims: Basic regular salary continued from onset of disability to first day of month following six full calendar months.</p> <p>Eligible after one full year of employment <i>No Cost to Employee</i> UK continues supplemental income (in accordance with formula) for an additional 36 months: Months 1-6: 100% basic monthly salary Months 7-18: 90% basic monthly salary Months 19-30: 80% basic monthly salary Months 31-42: 70% basic monthly salary Benefit of 60% of salary paid until age 65</p> <p><i>Coordinated with payments from gov't and/or other employers for same condition</i></p> <p>Checks from 3rd party must be cashed by employee and not returned to KCTCS for receipt of regular payroll check.</p>	N/A	<p>95.0</p> <p>KCTCS: 2.14.2.4 3.5.2.3</p>

Fiscal Year 2001-2002
Benefit Program Comparison

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<p>SUPPLEMENTAL /VOLUNTARY BENEFITS:</p> <p>Other benefits are available by contacting the Plan Administrators directly. The premiums then can be payroll deducted by KCTCS.</p> <p><i>Coverages are:</i></p> <p>Cancer/Heart Insurance</p> <p>Short Term Disability</p> <p>Long Term Care</p> <p>Supplemental Life</p> <p>Dental</p> <p>Vision</p>			<p>SUPPLEMENTAL /VOLUNTARY BENEFITS:</p> <p>Other benefits are available by contacting the Plan Administrators directly. Premiums can then be payroll deducted by KCTCS.</p> <p><i>Coverages are:</i></p> <p>Cancer/Specified Disease Insurance</p> <p>Short Term Disability</p> <p>Long Term Care</p> <p>Universal Life</p>		93.0
<p>ELDER CARE</p> <p>Not offered by KCTCS</p>			<p>ELDER CARE</p> <p>Provides assistance in locating and selecting eldercare and a wide range of related services.</p>	N/A	93.0

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<p>VISION CARE</p> <p>Coverage available through Health Insurance Selection (except EPO). Limited to one routine eye exam visit per plan year for persons under 18. One routine eye exam every other year for persons 18 and older. <i>Payable at 50%; \$100 plan yr max. (Option A ONLY)</i></p>	N/A		<p>VISION CARE</p> <p>Discount program available through some Dental options</p> <p>No Stand alone option available.</p>		93.0
<p>SUPPLEMENTAL RETIREMENT</p> <p>Additional tax-deferred contributions may be made to retirement account (403(b) or deferred compensation only)</p>	Pre-tax		<p>SUPPLEMENTAL RETIREMENT</p> <p>Additional tax-deferred contributions may be made to retirement account (403(b) or deferred compensation only)</p>	Pre-tax	AR II-1.6-1
<p>COBRA</p> <p>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)</p>		3.5.1.5 3.6.7	<p>COBRA</p> <p>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)</p>		93.3.5

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EMPLOYEE DEVELOPMENT KCTCS may encourage or require employees to take additional course work or seminar training if deemed job related and only available during working hours. KCTCS will make efforts to grant release time with pay		2.10.1.1.	EMPLOYEE DEVELOPMENT KCTCS may encourage or require employees to take additional course work or seminar training if deemed job related and only available during working hours. KCTCS will make efforts to grant release time with pay		KCTCS: 2.10.1.1.
CREDIT UNION Membership is open in the Commonwealth Credit Union, UK Credit Union, & KY Employees Credit Union.			CREDIT UNION Membership is open in the University of Kentucky Credit Union		KCTCS: 3.5.3.5
UNIVERSITY OF KENTUCKY FACULTY CLUB Not available to KCTCS			UNIVERSITY OF KENTUCKY FACULTY CLUB Membership is open at a reduced rate		KCTCS: 3.5.3.6
BLOOD DONOR PROGRAM Not Available			BLOOD DONOR PROGRAM Membership is offered in the Central KY Blood Center for employees, dependents and retirees.		KCTCS: 3.5.3.7
EMPLOYEE ASSISTANCE PROGRAM Not Available			EMPLOYEE ASSISTANCE PROGRAM Not Available		
DISCOUNTS State Park Rentals Bellsouth/Sprint Cellphones			DISCOUNTS Variety of discounts available with UK ID Card		KCTCS: 3.5.4.4

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<p>ENROLLMENT PERIODS:</p> <p><i>First 30 days of Employment:</i></p> <p>Retirement (mandatory), Life, AD & D, Health, Flexible Spending Accounts, Optional Life</p> <p><i>Open Enrollment (January 1st):</i></p> <p>Health, Flexible Spending Accounts</p> <p><i>Once a year:</i></p> <p>Staff Sick Leave Pool re-enrollment</p> <p><i>Anytime:</i></p> <p>Retirement carrier and/or investment options, Optional AD&D, Voluntary Coverages Staff Sick Leave Pool Initial Enrollment</p> <p><i>Once a Lifetime:</i></p> <p>Change from U.K. to KCTCS Benefits</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>ENROLLMENT PERIODS:</p> <p><i>First 30 days of Employment:</i></p> <p>Retirement (mandatory), Life, AD & D, Health, Flexible Spending Accounts, Optional life</p> <p><i>Open Enrollment (July 1st)</i></p> <p>Health, Flexible Spending Accounts Dental, Add or change AD&D</p> <p><i>Once a year:</i></p> <p>Staff Sick Leave Pool Re-enrollment</p> <p><i>Twice a Year:</i></p> <p>Supplemental retirement</p> <p><i>Anytime:</i></p> <p>Decrease Optional Life Insurance Increase Optional Life Insurance with Evidence of Insurability, Decrease amount or cancel AD&D coverage Staff Sick Leave Pool Initial Enrollment</p> <p><i>Once a Lifetime:</i></p> <p>Change from U.K. to KCTCS Benefits</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>		

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BENEFIT DESCRIPTION	TAX: PRE OR POST	H.R. POLICY NUMBER	BENEFIT DESCRIPTION	TAX: PRE OR POST	H.R. POLICY NUMBER
<p>BENEFITS AVAILABLE AFTER TERMINATION:</p> <p>Health Care, FSA <i>Continued through COBRA</i></p> <p>Life Coverages, Optional Benefits <i>May be converted through carrier</i></p> <p>AD&D, LTD <i>Coverage ceases</i></p> <p>Retirement <i>Benefit available according to plan provisions. Funds may be rolled over.</i></p>			<p>BENEFITS AVAILABLE AFTER TERMINATION:</p> <p>Health Care, Dental, FSA <i>Continued through COBRA</i></p> <p>Life Coverages, Optional Benefits <i>May be converted through carrier</i></p> <p>AD&D, LTD <i>Coverage ceases</i></p> <p>Retirement <i>Benefit available according to plan provisions. Funds may be rolled over.</i></p>		
<p>BENEFITS AVAILABLE AT RETIREMENT</p> <p>Health Care <i>Available through COBRA or if a member of KRS, have availability of Retiree Health Benefit</i> <i>Must change to carve out plan at age 65.</i></p> <p>FSA <i>Available through COBRA</i></p> <p>Life, Optional Coverages <i>May be converted through carrier</i></p> <p>AD&D, LTD <i>Ceases at Retirement</i></p> <p>Retirement <i>Benefit available according to plan Provisions</i></p>			<p>BENEFITS AVAILABLE AT RETIREMENT</p> <p>Health Care, Dental <i>Available through Retiree Health Benefit or COBRA</i> <i>Must change to carve-out plan at age 65.</i></p> <p>FSA <i>Available through COBRA</i></p> <p>Life, Optional Coverages <i>May be converted through carrier</i></p> <p>AD&D, LTD <i>Ceases at Retirement</i></p> <p>Retirement <i>Benefit available according to plan Provisions.</i></p>		