

HEALTH AND RETIREMENT OVERVIEW

Visit inside.sou.edu/hrs/prospective-employee-information.html to view digitally.

The Benefits of Working at SOU

Southern Oregon University is committed to offering a robust benefit package that provides employees with options to choose the appropriate coverage to help manage health, wellness and retirement needs. Health benefits are administered by PEBB, the Public Employee Benefit Board, and are divided into two separate categories, Core and Optional benefits. Employees can enroll a spouse/domestic partner and dependent children (up to the age of 26) in health plans. Retirement is administered by the Public Employees Retirement Systems, PERS, or for unclassified employees if elected, the Optional Retirement Plan, ORP, through either TIAA-CREF or Fidelity. One of many great benefits of working for SOU, is that the University covers 100% of the cost of employee's mandatory state retirement (exception is ORP Tier 4). Employees can also choose to contribute their own money, through payroll deductions, into either a Tax Deferred Investment 403(b) and/or Oregon Savings Growth Plan 457. Both plans offering pre-tax and post-tax (Roth) options, and can be started, stopped or adjusted at any time.

Core Health Benefits

SOU's Core benefits are Medical, Dental, Vision and \$5,000 of guaranteed issue basic life insurance. SOU offers three medical plans and depending on what medical plan you choose, employees only pay 3% or 5% of their total Core benefit premium amount, SOU covers the rest. SOU offers the following medical plans: PEBB Statewide (PPO, employee pays 5% of Core premiums), Moda Synergy (POS, employee pays 5% of Core premiums) and Providence Choice (POS, employee pays 3% of Core premiums). There are three dental plans available: two plans with Moda (Delta) Dental and one plan with Willamette Dental (a clinic location). Vision insurance is offered through VSP (Vision Service Plan) with an option to upgrade coverage for a better glasses benefit. Full time employees only covering themselves can pay between about \$23 to \$46 a month for their Core benefits, and if enrolling a family in coverage, employees can expect costs to be between about \$53 and \$114 a month.

Optional Health Benefits

Employees who elect to enroll in Optional Benefits pay 100% of the premium amount. Benefits available are:

- [Additional Life Insurance](#) for Employee and Spouse/Domestic Partner through The Standard Insurance
- \$5k Guarantee Issue [Dependent Life Insurance](#)
- [Short & Long Term Disability](#)
- [Accidental Death & Dismemberment](#)
- [Long Term Care with UNUM](#)
- Health/Dependent [Flexible Savings Accounts](#), through ASIFlex

Retirement Plan Options

SOU will contribute both the employer and employee shares of retirement. After six full months of qualifying employment, eligibility will be determined and employees will be notified by the Benefits Officer. If eligible,

Classified employees will be able to participate in the Public Employees Retirement System (PERS). Unclassified employees will have the option to elect PERS or the Oregon Retirement Program (ORP, with either TIAA-CREF or Fidelity).

Employees can also invest their own money, through payroll deductions, at any time. Two tax-deferred investment programs are available through the University:

The Tax Deferred Investment 403(b) plan — allows you to choose a percent (pre and/or post tax) that, based on your monthly applicable gross, will be contributed into TIAA-CREF or Fidelity (you choose vendor). Once in the plan, investment types can be chosen. Employees can start/stop/change this plan at any time and can participate in both the 457 and 403(b) plans.

The Oregon Savings Growth 457 plan— allows you to choose a fixed monthly dollar amount (pre and/or post tax), where you also choose the investment types up front. Employees can start/stop/change this plan at any time and can participate in both the 457 and 403(b) plans.

Staff Tuition

Employees of SOU or qualified family members of SOU employees, who meet the requirements are eligible for the employee tuition rate set at 30% of resident undergraduate tuition, in addition to appropriate fees. Only one staff member, spouse, domestic partner or dependent may use the staff fee benefit per term or semester

Staff rates for online courses are available to employees only with an additional \$65/credit hour delivery will be assessed for those courses. For more information on Staff Tuition, eligibility, deadline dates etc., go to <https://inside.sou.edu/hrs/staff-tuition.html>.

Links and Information:

SOU Total Compensation Calculator (estimates employee's significance to SOU):

<https://inside.sou.edu/hrs/comp-calc.html>

SOU Benefit Website (links to PEBB website):

<https://inside.sou.edu/hrs/benefits.html>

SOU Retirement Website (links to PERS and ORP websites):

<https://inside.sou.edu/hrs/retirement.html>

PEBB's New Hire Resource Center:

<https://www.oregon.gov/oha/PEBB/Pages/New-Hire.aspx>

2020 Benefit Information (note all higher ed. either pay 3% or 5% of core benefit premiums) :

<https://www.oregon.gov/oha/PEBB/Pages/Enrollment.aspx>

Benefit Estimator for Monthly Benefit Premiums:

<http://www.mypebb.com/calc2020.html>