

OPEN ENROLLMENT UPDATE

SPC insurance/benefits rates

(July 1, 2009- June 30, 2010; subject to Board of Trustees approval)

| Coverage options | | Total Employee Contribution** Based on Salary* (Taken from 24 paychecks per year. Based on two paycheck per month) | | | | | |
|---|------------------------------|---|-------------------|-------------------|-------------------|-------------------|-------------------|
| Regular Health Insurance Rates*** | | \$25,000 and under | \$25,001-\$35,000 | \$35,001-\$45,000 | \$45,001-\$55,000 | \$55,001-\$65,000 | \$65,001 and over |
| Aetna Select Plan | Employee regular rate | \$51.16 | \$54.45 | \$57.74 | \$61.02 | \$64.31 | \$70.88 |
| | Employee +1 regular rate | \$160.59 | \$163.88 | \$167.17 | \$170.45 | \$173.74 | \$180.31 |
| | Family regular rate | \$253.54 | \$256.83 | \$260.12 | \$263.40 | \$266.69 | \$273.26 |
| Aetna Choice POS II Plan | Employee regular rate | \$118.84 | \$122.13 | \$125.42 | \$128.70 | \$131.99 | \$138.56 |
| | Employee +1 regular rate | \$228.38 | \$231.67 | \$234.96 | \$238.24 | \$241.53 | \$248.10 |
| | Family regular rate | \$371.92 | \$375.21 | \$378.50 | \$381.78 | \$385.07 | \$391.64 |
| Discounted Health Insurance Rates (non-smoker) | | \$25,000 and under | \$25,001-\$35,000 | \$35,001-\$45,000 | \$45,001-\$55,000 | \$55,001-\$65,000 | \$65,001 and over |
| Aetna Select Plan | Employee rate with discount* | \$6.57 | \$9.86 | \$13.15 | \$16.43 | \$19.72 | \$26.29 |
| | Employee +1 with discount* | \$116.00 | \$119.29 | \$122.58 | \$125.86 | \$129.15 | \$135.72 |
| | Family rate with discount* | \$208.95 | \$212.24 | \$215.53 | \$218.81 | \$222.10 | \$228.67 |
| Aetna Choice POS II Plan | Employee rate with discount* | \$74.25 | \$77.54 | \$80.83 | \$84.11 | \$87.40 | \$93.97 |
| | Employee +1 with discount* | \$183.79 | \$187.08 | \$190.37 | \$193.65 | \$196.94 | \$203.51 |
| | Family rate with discount* | \$327.33 | \$330.62 | \$333.91 | \$337.19 | \$340.48 | \$347.05 |

* Discounted rates are for employees and their covered dependents who meet the non-smoking wellness criteria.
 ** Contributions are made 24 times a year (based on two paychecks per month)
 *** If it is unreasonably difficult due to a medical condition for the employee or covered dependent to quit smoking, or if it is medically inadvisable to attempt to quit smoking, contact Human Resources and HR will work with you to develop another way to qualify for the discounted rate.

Additional health insurance deductions for other optional insurance

Dental Plan semi-monthly total*

| Aetna PPO | | Paid by college |
|--------------|--|-----------------|
| Employee | | |
| Employee + 1 | | \$8.29 |
| Family | | \$15.75 |

Vision Plan semi-monthly total*

| Advantica EyeCare Select Plus 100 | | |
|-----------------------------------|--|---------|
| Employee | | \$2.74 |
| Employee +1 | | \$5.49 |
| Family | | \$10.83 |

Advantica EyeCare Select Plus 150

| | | |
|-------------|--|---------|
| Employee | | \$3.71 |
| Employee +1 | | \$7.42 |
| Family | | \$14.06 |

Cancer Insurance semi-monthly total*

| | | |
|----------|--|---------|
| Employee | | \$9.42 |
| Family | | \$15.80 |

Life Insurance

St. Petersburg College provides all budgeted employees with basic life insurance equal to the annual salary, rounded to the next thousand. Employees may purchase additional coverage subject to insurance company approval. This may be purchased in increments to double, triple, or quadruple the amount of the base coverage.

EXAMPLE: Employee Joe College qualifies for \$30,000 of life insurance. Joe may elect to purchase an additional \$30,000, \$60,000 or \$90,000. If Joe buys the additional amounts, the amount of his coverage would be: \$30,000 (provided by the College) + the amount of

additional coverage purchased = total amount covered.

So if Joe opted to increase his coverage by the highest amount possible (quadrupled), his coverage would increase like this:

$$\begin{array}{r}
 \$30,000 \text{ (provided by the College)} \\
 +\$90,000 \text{ (quadruple coverage)} \\
 \hline
 \$120,000 \text{ total life insurance coverage} \\
 \text{Here's how to determine Joe's monthly cost} \\
 \text{of the increased insurance:} \\
 \$0.277 \\
 \times 90 \text{ (the number of thousands the coverage rises)} \\
 \hline
 \$24.93 \text{ monthly cost of } \$150,000 \text{ coverage}
 \end{array}$$

**On campus information sessions:
June 8-18**

**Final deadline for enrollment is
Friday, June 19, 2009**