

Benefits are provided to eligible part-time Staff as follows:

Plans	Coverage/Elections	Eligible
Medical	<ul style="list-style-type: none"> ▪ CareFirst BlueCross BlueShield ▪ EHP Classic Plan ▪ Kaiser Permanente HMO Four levels of coverage. Cost: Employee paid.	Date of hire
Pharmacy	Kaiser has pharmacy incorporated into plan. All other plans have common pharmacy benefits managed by Express Scripts. Matches Medical election. Cost: Included in Medical.	Date of hire
Sick Leave	Accrue pro-rata amount of 12 day full-time rate.	Date of hire
403(b) Retirement Plan—University	4% of salary if under age 35 and 2 or more years of service; 8% of salary if age 35 or older. Three investment options. Investment election must be made within 60 days of hire; or will be enrolled in default investment option. Cost: JHU paid.	First of month coincident with or next following satisfying age/service requirement.
403(b) Retirement Plan—Employee	Contribute up to \$18,000 for the year. Over age 50, catch-up contribution of an additional \$6,000. Three investment options.	First of the month after hire.
Commuting-to-Work Program	Treats qualified parking and mass transit expenses on a pre-tax basis.	Date of hire
Vacation & Holidays	Vacation: Accrue pro-rata amount of 1st year - 10 days; 2nd – 7th year – 15 days; thereafter 22 days Holidays: Pro-rata amount of 12 days	Date of hire
Birth Recovery Leave	Six weeks paid leave for birth mother following childbirth. JHU paid.	1 yr. of service
Parental Leave	Four weeks paid leave taken consecutively or intermittently in full days during the 12 months following birth or adoption. JHU paid.	1 yr. of service
Statutory Plans	<ul style="list-style-type: none"> ▪ Social Security Cost: JHU & Employee share. ▪ Unemployment Insurance Cost: JHU paid. ▪ Workers' Compensation Cost: JHU paid. 	Date of hire
FASAP	Personal assistance and referral.	Date of hire
Work, Life & Engagement	Offering problem-solving strategies & programs to work-life issues.	Date of hire

Important Links	Internet Link	Phone
University Benefits	www.benefits.jhu.edu	410-516-2000
Faculty & Staff Assistance (FASAP)	hopkinsworklife.org/fasap/	443-997-3800
Talent Mgmt & Org. Development	hrnt.jhu.edu/tmod/	443-997-6809
Work, Life & Engagement	www.hopkinsworklife.org	443-997-7000

This summary of JHU's benefit plans has been designed to acquaint you with features of the plans, and every attempt has been made to summarize these programs and policies accurately. The actual provisions of each plan will govern if there is any inconsistency between this summary and JHU's formal plans or contracts. This summary does not constitute a contract for any benefit; JHU reserves the right to modify or terminate its benefit plans.