



**BALL STATE**  
UNIVERSITY

# UNDERSTANDING YOUR BALL STATE UNIVERSITY BENEFITS

## Orientation 2025



**WE FLY**

# RETIREMENT PLANS

## Retirement Plan Options

1. Alternate Pension Plan (APP) – Faculty/Professional Staff
  2. Teacher's Retirement Fund (TRF) – Faculty/Professional Staff
  3. Public Employee's Retirement Fund (PERF) – Staff and Service
- Contributions to these plans are fully funded by the University



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# RETIREMENT PLANS

## Alternate Pension Plan (APP)

- 403(b) Defined Contribution plan
- 100% immediate vesting
- 5% of gross wages for first 3 years, 10.5% of gross wages thereafter
- Investment account will be opened at Fidelity
  - Create a login at Fidelity to manage investments and beneficiary elections

# RETIREMENT PLANS

**TRF – Teachers’ Retirement Fund**

**PERF – Public Employee’s Retirement Fund**

- Administered by Indiana Public Retirement System (INPRS)
  - [inprs.in.gov](https://inprs.in.gov)
- Requires 10 years service credit with INPRS to vest in pension
- Pension benefit and Defined Contribution Account
- Contribution rate determined by the State of Indiana



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# VOLUNTARY RETIREMENT PLANS

Tax Deferred Account (TDA) – 403(b)	457(b) Retirement Plan
Employee only contributions – percent of wages	Employee only contributions – percent of wages
Pre-tax option	Pre-tax option
Roth (post income tax) option	Roth (post income tax) option
Allows rollovers into the plan	Allows rollovers into the plan
IRS limit = \$23,500 (+ \$7,500 catch-up if age 50+) or (\$11,250 age 60-63)	IRS limit = \$23,500 (+ \$7,500 catch-up if age 50+) or (\$11,250 age 60-63)
Withdrawals at age 59.5 while employed	Withdrawals at age 59.5 while employed
Withdrawals prior to age 59.5 subject to 10% tax penalty	Withdrawals not subject to tax penalties at any age
Allows loans through investment company	No loans



# EDELMAN FINANCIAL ENGINES

## Independent Retirement Investment Advice

- Participants in the APP and 403(b) and 457(b) voluntary retirement plans through Fidelity
- Free online evaluation at [FinancialEngines.com](https://FinancialEngines.com)
- Retirement investment advice services for a fee





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# MEDICAL INSURANCE PLANS

## Important to know

- Tobacco-Free Premium Discount - \$900 per year
  - Must recertify annually during open enrollment
- Coverage of spouse
  - If you have a working spouse, employed full time, and their employer offers group healthcare coverage and funds at least 60% of the premiums, your spouse must have primary coverage with their employer before being enrolled on Ball State's plan



# MEDICAL INSURANCE PLANS

There are 2 medical plans to choose from:

1. PPO Health Plan
2. HSA Qualified Health Plan

Both plans provide:

- Access to Anthem's broad network of doctors and hospitals
- Preventive care is covered at 100%
- After the deductible is met, in-network claims are covered at 80%





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# MEDICAL INSURANCE PLANS

## The PPO Health Plan

- Highest premiums
- No prescription deductible; prescriptions are immediately paid at the appropriate coinsurance
- Medical & prescription expenses accumulate toward separate out-of-pocket maximums and once satisfied, expenses are paid at 100% by the University
- Lab charges at LabCorp, Quest Diagnostic, and American Health Network are covered at 100%.
- This Plan can be paired with a General Purpose FSA (Flexible Spending Account) to pay for your out-of-pocket expenses using pre-tax dollars.



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# MEDICAL INSURANCE PLANS

## The HSA Qualified Health Plan

- Lowest premiums
- May be paired with HSA (Health Savings Account) to pay out-of-pocket expenses with pre-tax dollars
- Medical & prescription expenses accumulate toward one deductible with preventive medical services and prescriptions not being subject to the deductible
- Once deductible is satisfied medical expenses are paid at 80% by the University and non-preventive prescriptions are paid at their appropriate coinsurance
- Once out-of-pocket maximum is satisfied medical and prescription expenses are paid at 100% by the University



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# HEALTH SAVINGS ACCOUNT (HSA)

## 2025 HSA Contribution Limits

- Single/Individual: \$4,300
- Employee Plus Child(ren)/Family: \$8,550
- Age 55+: Additional \$1,000 'catch up' contribution

The University's contribution is deposited on a per pay basis (at the same time as your personal contribution).

HSA Seed Amounts	10 Month University Seed		10 Month Employee Required 25% Match		12 Month University Seed		12 Month Employee Required 25% Match	
	Biweekly	Annual	Biweekly	Annual	Biweekly	Annual	Biweekly	Annual
Single	\$29.34	\$528	\$7.34	\$132	\$20.31	\$528	\$5.08	\$132
EE+CH/Family	\$73.34	\$1,320	\$18.34	\$330	\$50.77	\$1,320	\$12.70	\$330



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# FLEXIBLE SPENDING ACCOUNTS (FSA)

This account lets you use pre-tax dollars to pay for eligible health care expenses for you, your spouse and your eligible dependents

Dependent Care FSA	Health Care FSA (General Purpose)	Limited Purpose Health FSA (for employees also contributing to an HSA)
<ul style="list-style-type: none"><li>For your adult or child <u>day care</u> expenses</li></ul>	<ul style="list-style-type: none"><li>For you and your dependents' eligible out-of-pocket expenses</li></ul>	<ul style="list-style-type: none"><li>For you and your dependents' eligible out-of-pocket <b>dental and vision</b> expenses</li></ul>
<ul style="list-style-type: none"><li>Contribute up to \$5,000 (pre-tax)</li></ul>	<ul style="list-style-type: none"><li>Contribute up to \$3,200 (pre-tax)</li></ul>	<ul style="list-style-type: none"><li>Contribute up to \$3,200 (pre-tax)</li></ul>
<ul style="list-style-type: none"><li>Election amount is available on a reimbursement basis only.</li><li>\$5000 maximum contribution per household per year</li></ul>	<ul style="list-style-type: none"><li>If you and your spouse both work and the plan is offered by both employers, you can each contribute \$3,200 in 2025.</li></ul>	<ul style="list-style-type: none"><li>If you and your spouse both work and the plan is offered by both employers, you can each contribute \$3,200 in 2025.</li></ul>

ESTIMATE YOUR CALENDAR YEAR ELECTION CAREFULLY! THESE ACCOUNTS ARE **“USE IT OR LOSE IT”**

FLEX PLAN YEAR FOR BALL STATE IS **JANUARY 1, 2025 – MARCH 15, 2026.**



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# Sydney Health

- Sydney connects you to everything you need to know about your health plan — all in one place.
- We encourage all insurance plan members to utilize Sydney Health to make informed decisions about your health care options, with quality of care and cost of services available to you.
- You can:
  - **Find care and check costs:** It's easy to search for doctors, hospitals, labs and other providers in your plan. You can search by name, location and type of care then check costs before you go. This helps you find what's best for you.
  - **View claims:** Check medical claims in one click. That means you can spend more time focused on your health and less on managing your health benefits.
  - **View and use digital ID cards:** You can always have your most current ID card handy and you can use it just like a paper one when you visit the doctor to pay for care and more.
  - **See all benefits:** Sydney shows you essential information at a glance, whether that's an overview of your plan, health reminders or suggestions for wellness programs. You also can find your deductible, copay and share of costs.
- Sydney Health app is available for both iPhone and Android and it is free!





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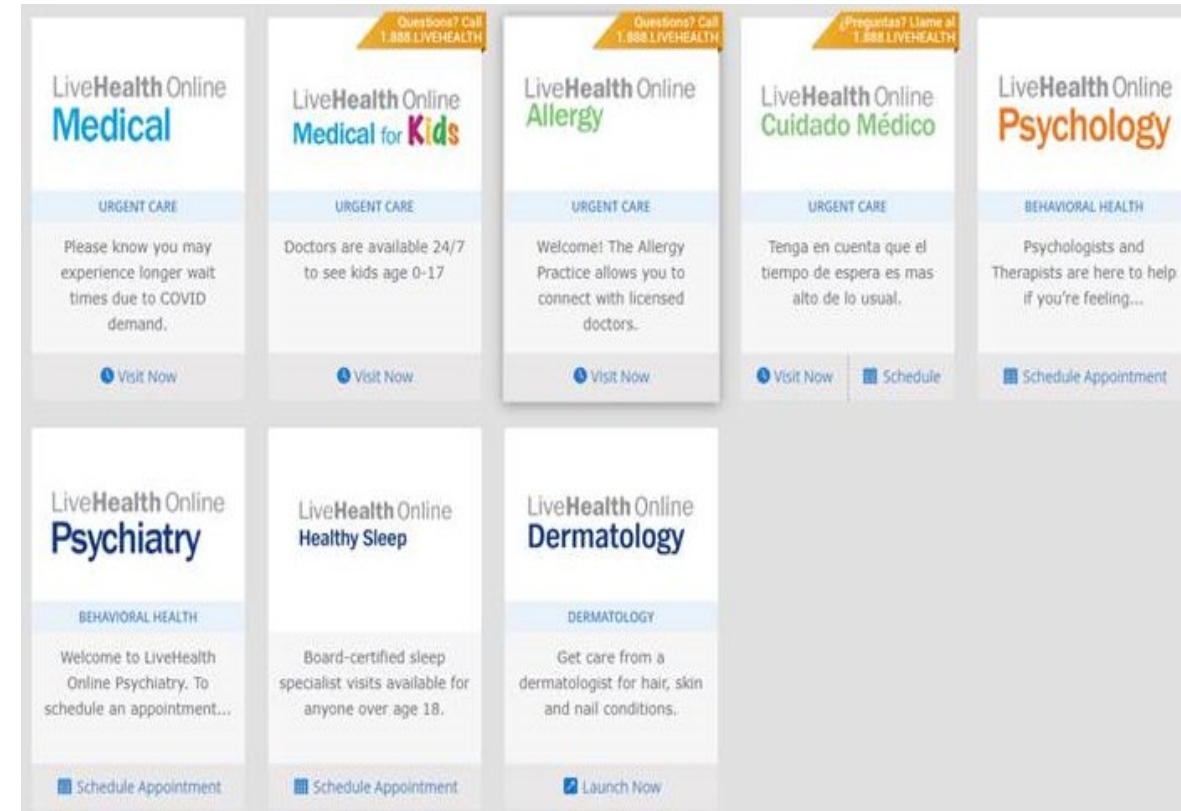
# LIVEHEALTH ONLINE

## • LiveHealth Online Medical

- See a board-certified doctor in minutes using your smartphone, tablet or computer with a webcam.
  - Doctors using LiveHealth Online typically charge \$59 or less per visit, depending on your health plan.
- Sign up for free to get:
  - 24/7 access to doctors – it's a great way to get care when your primary doctor isn't available!
  - Medical care when you need it – for things like the flu, a cold, sinus infection, pink eye, rashes, fever and more
  - Convenience – no appointments or long lines! Most people are connected to a doctor in about 10 minutes or less!

## • LiveHealth Online Psychology

- An easy, convenient way to see a therapist or psychologist in just a few days
- Cost will be similar to what you'd pay for an office therapy visit, subject to deductible and coinsurance



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Ball State University Benefits



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# BALL STATE UNIVERSITY – OTHER PLANS

## Delta Dental

- Preventative Services are paid at 100% per year as long as you use a Delta Dental Network Dentist
- \$1,500 per calendar year maximum benefit per covered member
- \$60 individual/ \$150 family annual deductible
- \$500 per calendar year Orthodontia benefit (for age 19 and under), this is separate from dental maximum
- Visit [deltadentalin.com/bsu](https://deltadentalin.com/bsu) to access plan information, print ID cards, find a dentist, and view your Explanation of Benefits

## CVS Caremark

- Prescription coverage – included with the medical plan enrollment
- Walgreens is out of network.
- After a members 3<sup>rd</sup> fill of maintenance medications, you must switch to a 90 day prescription refill at your preferred network pharmacy or you may opt use CVS mail order.

## The Hartford

- Life Insurance
- 2 times base salary with a \$125,000 maximum benefit
- Accidental Death & Dismemberment (AD&D)
- Long Term Disability (LTD)
- University Subsidized Short Term Disability (STD)

For service employees only

Premiums are 75% subsidized by the University

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Ball State University Benefits



# VOLUNTARY BENEFITS

## The Hartford - Voluntary Life and STD Insurance

- Voluntary Life Insurance – Self, Spouse & Children
- Voluntary STD Insurance – Non service employees
- Critical Illness, Accident Insurance and/or Hospital Indemnity

## VSP - Voluntary Vision Insurance

- Two Plans, Basic & Premier





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# TUITION REMISSION BENEFITS

- **Employee:**
  - Tuition Remission covers up to six credit hours per Fall and Spring semester and a total of six hours during any combination of summer sessions for eligible employees.
  - The eligible employee is entitled to undergraduate tuition remission of 100% of basic tuition, student services fee, health services fee, recreation fee, and the transportation fee.
  - The eligible employee is entitled to a graduate tuition remission of 80% of basic tuition and 100% remission of the health services fee, recreation fee, and the transportation fee.

# TUITION REMISSION BENEFITS

- **Spouse and dependents:**
  - The Employee must be a regular full-time employee or a contract full-time faculty/professional employee or a temporary full-time staff personnel employee.
  - Covers undergraduate studies only to a maximum of 134 credit hours for spouses. There is no time limit restriction for eligible spouses
  - Covers undergraduate studies only for four (4) academic years from the date of first attendance after high school for dependent children.
  - Eligible students are entitled to tuition remission equal to 90% of undergraduate basic tuition.



# OFFICE OF EMPLOYEE BENEFITS

Angie Gregory  
Director of Benefits  
285-2353 [akgregory@bsu.edu](mailto:akgregory@bsu.edu)

Penny Masters  
Senior Benefit Specialist – Active & Retirees  
285-8496 [pmmasters@bsu.edu](mailto:pmmasters@bsu.edu)

Scott Turner  
Benefit Specialist - Active  
285-8469 [tsturner@bsu.edu](mailto:tsturner@bsu.edu)

Lauren Craycraft  
Benefit Specialist - Retirees  
285-8470 [lauren.craycraft@bsu.edu](mailto:lauren.craycraft@bsu.edu)

Elizabeth Batt  
Benefit Specialist - Active  
285-8404 [elizabeth.batt@bsu.edu](mailto:elizabeth.batt@bsu.edu)



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