



BENEFITS OF BEING A TIGER

AN OVERVIEW OF SOME OF THE BENEFITS OFFERED BY LOUISIANA STATE UNIVERSITY



HEALTH INSURANCE

LSU offers a choice of seven different health insurance plans to meet the varying needs of our employees and their family. Included is LSU First, a self-funded health plan with an employer-paid HRA, as well as HMO, PPO, and HSA plans.



FLEXIBLE SPENDING ACCOUNT(S)

LSU provides employees with the opportunity to set aside pre-tax dollars for out-of-pocket health care and/or dependent care expenses. This benefit is subject to IRS regulations.



DENTAL INSURANCE

LSU offers two dental plan options to fit each employee's needs. The dental options offer coverage for preventive, basic, and major services. One of the options includes orthodontic services for both children and adults.



PAID TIME OFF AND HOLIDAYS

LSU employees receive 14 paid holidays per year. In addition, employees may accrue annual and sick leave hours in an amount determined by their position classification.



VISION INSURANCE

LSU's vision plan includes an eye exam that is 100% covered with in-network providers, various lens options, and a \$150 frame allowance. Additional coverage for contact lenses and other services are also included.



RETIREMENT PLANS

LSU offers various retirement plan options to employees. Plan eligibility is determined by different factors including employee type and length of employment. LSU also offers two types of supplemental retirement accounts, including 403(b) and 457(b).



FINANCIAL PROTECTION INSURANCE

LSU offers a variety of insurance plans that assist in employee's financial well-being in the event of an accident or injury. Included are Accident Protection, Accidental Death and Dismemberment, Critical Illness, Life Insurance, Long Term Care, and Long Term Disability.



TUITION EXEMPTION

LSU employees are exempt from tuition for up to six college credit hours per fall and spring semester and three college credit hours per summer semester. This is available for all employees that have been employees full-time for one year or more.



RETIREMENT SNAPSHOT

Your road to retirement starts today at this very moment! As with all long journeys you must be prepared for whatever lies ahead whether it be unforeseen roadblocks or a wrong turn here and there, being equipped for the journey you will ultimately reach your destination.

The retirement benefits offered to LSU employees will help you navigate the road to a successful retirement through its various retirement plan offerings.

LSU employees must participate in a retirement plan, if eligible, in accordance with state and federal laws. Mandatory retirement offerings through LASERS, TRSL, or ORP are necessary foundations in helping you prepare for retirement through pre-tax employee contributions and employer contributions.

Your employment classification, duration of employment at initial hire, and visa status determine your retirement plan default.

- **LOUISIANA STATE EMPLOYEES' RETIREMENT SYSTEM (LASERS)**

Defined benefit plan; default plan for Classified employees; offers a guaranteed lifetime benefit upon meeting retirement eligibility; offers disability and survivor benefits

- **TEACHERS' RETIREMENT SYSTEM OF LOUISIANA (TRSL)**

Defined benefit plan; default plan for certain Academic and Professional employees; offers a guaranteed lifetime benefit upon meeting retirement eligibility; offers disability and survivor benefits

- **OPTIONAL RETIREMENT PLAN (ORP)**

Defined contribution plan; alternative retirement plan option for Academic and Professional employees; offers immediate vesting; employee and employer contributions are eligible for rollover into an IRA upon separation; portable to most colleges and universities

- **LOUISIANA DEFERRED COMPENSATION PLAN (LA DCCP)**

Defined contribution plan; alternative retirement plan option for certain Classified, Academic and Professional employees; offers immediate vesting; employee and employer contributions are eligible for rollover upon separation without penalty; 2-year max participation

- **SOCIAL SECURITY TAX (OASDI)**

A tax applied to your earnings which help build "credits" toward Social Security benefits. Persons born in 1929 or later, will need 40 credits (10 years of work) to receive Social Security benefits upon reaching retirement eligibility age; default plan for certain Academic and Professional employees; 2-year max participation

SUPPLEMENTAL RETIREMENT

LSU employees do not participate in Social Security, with few exceptions. The lack of Social Security benefits or a possible reduction to Social Security benefits earned through previous employment or through spousal benefits, make the road to retirement more difficult to navigate.

LSU offers multiple options to help employees save for the future up to the applicable IRS maximums through its supplemental retirement program which includes 403(b) and 457 (b) plan options. Employees may make paycheck contributions on a before and/or after taxes with total flexibility of enrolling at any time of the year, and the ability to make contribution changes throughout the year.

Learn more about retirement at LSU on the HRM Retirement page, lsu.edu/retirement.