



Health	Dental	Life	Retirement	Paid Time Off	Other Benefits
<p>Coverage</p> <ul style="list-style-type: none"> • Annual Deductible Individual: \$500 EE+Spouse/ EE+Child: \$1,000 Per Family: \$1,500 • Annual out-of-pocket Maximum Individual: \$2,800 EE+Spouse/ EE+Child: \$5,600 Family: \$8,400 <i>*Deductible applies toward out-of-pocket maximum</i> • Prescription coverage included. <i>*separate out-of-pocket maximum</i> <p>In-Network Options</p> <ul style="list-style-type: none"> • University Health Care Includes all University providers, ALL Hospitals in Utah, as well as an expanded nationwide network of providers. • Regence Preferred ValueCare Includes the largest number of Hospitals and providers locally and nationally. • Employee Assistance Program 	<p>Coverage</p> <ul style="list-style-type: none"> • No deductible. • 100% preventative coverage. • 80% co-insurance for basic coverage. • 50% co-insurance for Prosthodontics and Orthodontics. • Annual \$2,000 maximum per individual. <p>Network Option</p> <ul style="list-style-type: none"> • Administered by Regence BlueCross BlueShield. <p>Flexible Spending Accounts</p> <ul style="list-style-type: none"> • Health (\$2,850 maximum) and Dependent Care (\$5,000 maximum) FSA. <p>Administered by ASI Flex.</p>	<p>Employer-Paid</p> <ul style="list-style-type: none"> • All employees receive \$25,000 in Employer-Paid coverage at no cost. <p>Supplemental Employee</p> <ul style="list-style-type: none"> • Coverage on you in an amount from \$20,000-\$500,000 (or five times your annual salary up to \$1,000,000.) <p>Spouse/Domestic Partner</p> <ul style="list-style-type: none"> • Coverage on your spouse/domestic partner in an amount from \$20,000- \$250,000. <p>Child(ren)</p> <ul style="list-style-type: none"> • Coverage on unmarried, dependent children under the age of 26 in the amount of \$5,000 or \$10,000 each. <p>AD&D</p> <ul style="list-style-type: none"> • Coverage on you or family and you in an amount from \$10,000-\$500,000. • Administered by UNUM. 	<p>Defined Contribution 401(a)</p> <ul style="list-style-type: none"> • Eligible employees are automatically enrolled in a University-funded retirement plan. • The University contributes an amount equal to 6% of your gross salary each pay period toward your retirement account. • Employees will be 20% vested after 1 year, and an additional 20% after each subsequent year, up to 5 years totaling 100% vested. <p>If you have previous service with URS, please contact Benefits immediately at 801-581-6500 for information on continuing.</p> <p>Match Contribution</p> <ul style="list-style-type: none"> • The University offers an employer-match up to 4% of gross salary for those eligible employees enrolled in a 403(b) Retirement Plan. • The same vesting schedule applies to the matched contributions. <p>Optional 403(b) & 457(b) Supplemental Retirement Plans</p> <ul style="list-style-type: none"> • You may defer money to either or both plans. • You may elect pre-tax and/or after-tax deferrals. • Minimum contribution 1% per pay period. Maximum contribution \$20,500 annually. • Catch-up provisions are available if age 50 or over. • Administered by Fidelity and TIAA. 	<p>Paid Time Off</p> <ul style="list-style-type: none"> • PTO accrues once per month on the 16th. • Monthly accrual is pro-rated off of your Full Time Equivalency (FTE). • FTE x 6.666=Monthly Accrual. • Two cash-out options available to those that are eligible. <p>Holiday Time</p> <ul style="list-style-type: none"> • 11 paid holidays per year pro-rated off of your FTE. 	<p>Disability Insurance</p> <ul style="list-style-type: none"> • All employees receive Employer-Paid Short Term Disability at 50% income replacement, which has a 21-day waiting period and a Long Term Disability at 60% income replacement, which has a 90-day waiting period. • All employees are auto-enrolled in a 10% STD buy up option. <p>Family Support Benefit</p> <ul style="list-style-type: none"> • Paid Parental Leave (you must qualify at the time of leave) • Offers back-up child, adult/elder, pet and family care. <p>MetLife and Liberty Mutual Home and Auto</p> <p>MetLife Legal Plan</p> <p>Norton LifeLock Identity Theft</p> <p>Nationwide Pet Insurance</p>