

# **Full-time Employee Benefits**

## **TIAA-CREF RETIREMENT**

THE UNIVERSITY CONTRIBUTION TO YOUR 403(b) RETIREMENT ACCOUNT WILL DEPEND ON THE FINANCIAL STATUS OF THE UNIVERSITY AND COULD RANGE FROM 0% TO 8.75%. THE BENEFIT, IF PROVIDED, WILL BEGIN AFTER BEING EMPLOYED WITH THE UNIVERSITY FOR 1 YEAR. HOWEVER, YOU MAY BEGIN MAKING YOUR OWN CONTRIBUTIONS TO THE SUPPLEMENTAL RETIREMENT ANNUITY IMMEDIATELY. IF YOU ARE INTERESTED, PLEASE SEE THE HUMAN RESOURCES DIRECTOR FOR INFORMATION AND AN APPLICATION. THE CONTRIBUTION IS CURRENTLY 5%.

## **TIAA-CREF LONG TERM DISABILITY**

THE UNIVERSITY WILL PAY FOR THE LONG TERM DISABILITY AFTER YOU HAVE BEEN EMPLOYED 2 YEARS. HOWEVER, IF YOU HAD LONG TERM DISABILITY WITH YOUR PREVIOUS EMPLOYER AND IT WAS A QUALIFYING PLAN YOU MAY BE ELIGIBLE TO BEGIN YOUR LONG TERM DISABILITY IMMEDIATELY. PLEASE CONTACT THE HUMAN RESOURCES DEPARTMENT FOR MORE INFORMATION.

## **LIBERTY LIFE INSURANCE**

THE UNIVERSITY PROVIDES A LIFE INSURANCE POLICY TO ALL FULL-TIME EMPLOYEES EFFECTIVE ON THE DATE OF HIRE.

## **COLONIAL PRODUCTS**

THESE PRODUCTS INCLUDE SHORT TERM DISABILITY, ADDITIONAL LIFE INSURANCE AND OTHER VARIOUS TYPES OF POLICIES. YOU WILL BE NOTIFIED WHEN YOU SHOULD MEET WITH THE REPRESENTATIVES FROM COLONIAL. THE COST OF THESE ADDITIONAL COVERAGES IS PAID BY YOU AND IS SET UP AS A PRETAXED PAYROLL DEDUCTION.

## **GUARDIAN**

THE UNIVERSITY OFFERS A DENTAL PLAN AS PART OF THE FLEXIBLE BENEFITS PLAN. THE COST OF THIS COVERAGE IS PAID BY YOU AND IS PRETAXED PAYROLL DEDUCTION.

## **FLEXIBLE SPENDING ACCOUNTS**

THE UNIVERSITY OFFERS MEDICAL AND DEPENDENT CARE FLEXIBLE SPENDING ACCOUNTS. THERE IS A NINETY DAY ELIGIBILITY WAIT PERIOD TO SIGN UP FOR FSA. THERE IS A \$2,000 LIMITATION FOR THE MEDICAL FSA AND A \$5,000 LIMITATION FOR THE DEPENDENT CARE FSA.

## **VISION PLAN**

THE UNIVERSITY OFFERS A VISION PLAN AS PART OF THE FLEXIBLE BENEFITS PLAN. THE TOTAL COST IS CHARGED TO YOU; HOWEVER, SINCE IT IS A PART OF THE FLEXIBLE BENEFITS PLAN IT IS NOT TAXED.

## **TUITION REMISSION**

ELIGIBILITY AND PERCENTAGE BASED ON UNIVERSITY POLICY.