

Employment Benefits

At UNM Hospitals, our benefits program reflects a commitment to the professionals who provide exceptional care. As a part of our team, we'll give you the support you need to do your best work and live your best life. Our offerings blend a core level of protection with a variety of optional benefit choices, giving you the flexibility to select the benefits that fit your needs. We also provide retirement savings plans to help you reach your goals for the future. Some of these great benefits may include:

HEALTH

- Employer-paid benefit
 - 100% paid for full-time, 80% paid for part-time
- Family coverage available -paid by employee
- Eligible on the first of the month following hire date

DENTAL

- Employer-paid benefit
 - 100% paid for full-time, 60% paid for part-time
- Family coverage available-paid by employee
- Eligible on the first of the month following hire date

VISION

- Employee paid benefit
- Family coverage available
- Eligible on the first of the month following hire date

LIFE INSURANCE

- Employer-paid benefit
- Group life insurance pays benefit equal to one times base annual salary
- Accidental death and dismemberment equal to one times base annual salary
- Additional employee and family life insurance coverage available
 - paid by employee

LONG-TERM DISABILITY INSURANCE

- Employer-paid benefit
- Eligible on the first of the month after one year continuous service in a benefits-eligible status
- Pay 60% of base monthly pay after total disability exceeds 180 days

RETIREMENT PLAN

- Eligible employees will receive an automatic 2% employer contribution regardless of what percentage they are contributing from their pay
- In addition, employees will receive a matching employer contribution up to 4% based upon their own payroll contributions to their retirement plan
- We have made it easier to become vested! You no longer need to be in a benefits-eligible position for your years of service to count towards vesting

- Beginning November 1, 2020, if you are an active employee, all your years of service with UNMH will be counted for vesting purposes. The vesting schedule will stay the same:
 - 3 years of service = 25%
 - 4 years of service = 55%
 - 5 years of service = 100%
- Employees may make voluntary payroll contributions to the 403 (b) and the 457 (b) immediately

FLEXIBLE SPENDING ACCOUNTS

- Employees may participate in the dependent care spending and/or medical care spending accounts. The accounts offer a unique way to cover child care and medical expenses using before-tax dollars

LEGAL PLAN

- Employee-paid benefit
- Eligible on the first of the month following hire date

CANCER, HEART, ICU Supplemental Plan

- Employee-paid benefit
- Family coverage available
- Eligible on the first of the month following hire date

EDUCATIONAL REIMBURSEMENT

- Eligible after completion of 6 months' employment
- Reimbursement for up to 24 credit hours per fiscal year, provided that grade earned is a C or better, courses are job-related and are for college credit
 - Credit hours limit is pro-rated for 0.8 to 0.5 FTE Status
- Must be regular status employee (Not Temporary)

PAID LEAVE

- Accrue 10 days the first year of employment
- One additional day annual leave accrued for each additional year of employment to a maximum of 20 days per year
- Nine paid holidays per year
- Paid leave is prorated based on FTE

SICK LEAVE

- Accrue a total of 13 paid sick days per year that are placed into major and minor sick leave banks
- Sick leave is pro-rated based on FTE

DOMESTIC PARTNER BENEFITS

- Coverage available (imputed income ramifications)
- Not eligible for pre-tax savings per IRS guidelines
- Domestic Partners of covered employees are eligible for health, dental, vision, additional life and legal plans
- UNMH Affidavit process must be completed

* Benefits eligibility, coverage, limitations, and exclusions, premiums and other details are subject to specific plan provisions and UNMH policies and procedures and may be subject to change. Short-term temporary employees are not eligible for these benefits.