

EMPLOYMENT BENEFITS

Benefits for Full-Time (1.0 to 0.75 FTE) and Part-Time (0.7 to 0.5 FTE) Employees (Benefits-Eligible Status)

HEALTH

- 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

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 on the first of the month after one year continuous service in a benefits-eligible status
- Employer will contribute a percentage of the employee's base salary to the fixed account of the 403(b) plan
- Vesting schedule:
After 3 years benefits eligible employment- 25% vested
After 4 years benefits eligible employment- 55% vested
After 5 years benefits eligible employment- 100% vested
- 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 childcare 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 pro-rated 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.