

## 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, at least 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, at least 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

### SHORT-TERM DISABILITY INSURANCE

- Employee paid benefit
- Pays on the 15<sup>th</sup> day of absence (after leave balances are exhausted) Pays up to 24 weeks
- Pays 60% of base pay up to a max of \$2,500/week

### 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

- Employer offers a retirement matching program once the employee has completed one year in a benefits eligible position. Employer will contribute a base contribution of 2% and will match up to 4% of the employee's bi-weekly earnings to the 403(b) pre-tax plan.
- Vesting schedule:  
After 3 years employment – 25%  
After 4 years employment – 55% vested  
After 5 years employment – 100% vested
- Employees may make voluntary payroll contributions to the 403(b) & the 457(b) immediately

### FLEXIBLE & HEALTH 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 pre-tax dollars.

### LEGAL AND IDENTITY THEFT PLAN

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

### ACCIDENT - Supplemental 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)
- Dependent Education Scholarship for spouses or domestic partners and dependent children of eligible team members who attend UNM.

### PAID LEAVE

- Accrue 10 days the first year of employment
- One additional day annual leave accrued for each additional year of employment up 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