



# 2017 Summary of Benefits

These benefits apply to full-time faculty and staff. Benefits begin on first day of employment unless otherwise noted.

MEDICAL INSURANCE			With \$100 per month Wellness discount	
	Monthly Rate	Per Pay Period	Monthly Rate	Per Pay Period
Employee Only	\$235	\$117.50	\$135	\$67.50
Employee & Spouse	\$235 + \$428 = \$663	\$331.50	\$135 + \$428 = \$563	\$281.50
Employee & Child(ren)	\$235 + \$284 = \$519	\$259.50	\$135 + \$284 = \$419	\$209.50
Employee & Family	\$235 + \$524 = \$759	\$379.50	\$135 + \$524 = \$659	\$329.50

**DENTAL INSURANCE** - UMHB provides free dental insurance for employees. Preventive care is covered at 100%. Basic care is covered at 80%; and major care at 50%, less deductible for a maximum annual benefit of \$1,500 per person. Dependents may be added at the employee's expense.

**Dependent Monthly Rates:**

Spouse - \$29.47    Child(ren) - \$35.99    Family - \$67.43

**LIFE INSURANCE** - UMHB provides a free life insurance policy for full time employees in the amount \$50,000. Supplemental life insurance is available at initial employment.

**LONG-TERM DISABILITY INSURANCE** - UMHB provides free long-term disability insurance that replaces a portion of salary while employee is disabled.

**FLEXIBLE SPENDING** - Employees can set aside pre-tax dollars from their wages to pay for eligible medical and/or dependent care expenses. "Benny" cards are provided with this plan.

**OPTIONAL VISION INSURANCE** - Optional Vision Insurance covers either glasses (lenses/frames) or contact lenses up to a limited dollar amount. (Does not cover eye exam.)

**Monthly Rates:**

Employee Only                    \$ 7.72  
 Employee + Spouse            \$15.44  
 Employee + Child(ren)        \$13.24  
 Employee + Family             \$20.96

**EMPLOYEE ASSISTANCE PROGRAM ("EAP")** - Free confidential counseling is provided through Alliance Work Partners to assist employees with emotional, financial, stress, family, relational, and/or legal issues.

**403 (b) RETIREMENT PROGRAM** - Employees can set aside pre-tax dollars from their wages to save for retirement. Upon completion of one year of employment, UMHB will match employee's contribution dollar for dollar up to 10% of their base salary each pay period. Upon completion of two years of employment, contributions are 100% vested.

**TUITION REMISSION** - Employees, spouses and eligible dependents may apply for 100% UMHB undergraduate tuition remission and 50% graduate tuition remission. Books, living expenses, fees, and supplies are the responsibility of the student.

**HOLIDAYS** - Approximately 21 paid holidays per year.

**VACATION** - (*Applies to full-time staff & 12-month faculty*)  
**Staff:** 80 hours awarded on anniversary date. On year 5, benefit increases to 120 hours. **12-Month Faculty:** 80 hours awarded on June 1 each year. On year 5, benefit increases to 120 hours.

**SICK LEAVE** - Paid sick leave is accrued at 8 hours per month (awarded on the 1st day of each month following hire date) to a maximum of 320 hours. Sick leave has no cash value upon separation of employment.

**UMHB FACILITY AND EVENT ADMISSION** - Employees and their dependents have free access to certain UMHB facilities, including the library and Mayborn Campus fitness center and pool. Free admission and/or discounted tickets are available for many campus events.

**CAMPUS STORE DISCOUNT** - Discounts are available to employees and their dependents.

All benefits and rates shown are subject to change