BENEFIT SUMMARY – FACULTY (0.5 FTE or greater)
Additional Information Available at http://www.hr.utah.edu/ben/

Retirement Plans
- 401(a) Retirement Plan (can invest with TIAA-CREF and/or Fidelity)
  - University contribution equal to 14.2% of salary
  - Immediate vesting
  - Employee cannot contribute to this plan

- Medical Practice Plan 403(b) (Pediatric Department Faculty Benefit)
  - Additional retirement contribution of 6% (total retirement contributions: 20.2% of salary)
  - Employee cannot contribute to this plan

- Supplemental 403(b) and 457(b) Retirement Plans
  - Employee contributions only (through pre-tax payroll deductions)
  - Maximum is $18K for 2016 tax year (catch-up options available)
  - After tax Roth option under the 403(b) and 457(b) plans
    http://www.hr.utah.edu/ben/retirement/employee.php

Utah Education Savings Plan (UESP) 529 College Savings Plan
- After tax payroll deduction (for any beneficiary you choose)
- Can be used at any college of University
- Earnings grow tax free – Utah taxpayers receive a state tax deduction

Health Care and Dental Plan
- Three Plan Design Options:
  - Advantage
    - $0 plan year deductible, $2,000 max coinsurance per member ($5,000 family)
  - Comprehensive
    - $350 deductible per member ($700 family), $2,000 coinsurance max ($5,000 family)
  - Consumer Directed Health Plan (CDHP)
    - $1,500 deductible ($3,000 family), $5,000 coinsurance max ($10,000 two party/family)
- Choice from two Network Options: Preferred ValueCare and Participating (PAR)
  - Members pay a lower copay or coinsurance when a University of Utah Health Care provider is used.
- Dental option
- Prescription Drug Coverage
- Employee Assistance Program (EAP) and Behavioral Health Benefits
- Enrollment in the WellU Program will reduce monthly health premiums up to $40
  (reduction in premiums will occur after enrollment requirements are met)

Summary Comparison of Medical Plan Options Available at
https://www.hr.utah.edu/forms/lib/SummaryComparisonEmployeeHCP.pdf
SOM (School of Medicine) Long Term Disability (LTD) Insurance
- Up to 60% salary replacement up to $25,000/month (less income from certain other sources)
- Occupation specific
- 180 day elimination period before benefits begin
- May enroll at any time. Evidence of insurability is required if you enroll after your Initial Enrollment Period (within 3 months of your date of hire).

SOM Short Term Disability (STD) Insurance
- Income replacement of 60% up to $5,000 per week (less income from certain other sources)
- 90-day waiting period before benefits begin
- Benefit payable for up to a maximum of 90 days when LTD begins
- Must be enrolled in SOM LTD to enroll in SOM STD

Paid Leave Time (prorated according to FTE)
- Holidays
  - 10 days per year, including Pioneer Day (July 24) and the day after Thanksgiving
- Vacation (must be 75% FTE or greater)
  - 25 days per year
  - Do not roll over and are not paid out at termination
- Personal Preference Days
  - Two days per year (Jan 2nd - Jun 1st get 1.5 days; Jun 2nd - Nov 1st get 1 day; none if hired after November 1st)
  - Do not roll over and are not paid out at termination
- Sick Leave (must be 75% FTE or greater)
  - Eight hours per month
  - Roll over to maximum of 1040 hours
  - Not paid out at termination
- Funeral Leave for death of immediate family member (up to 3 days)
- Jury or Witness Duty
- Annual Military Training

Flexible Spending Accounts
- Health Care FSA
  - Reimbursement of health care expenses (including over-the-counter medications)
  - Minimum election $5/paycheck up to maximum of $2,500 per plan year
- Dependent Care FSA
  - Reimbursement of dependent care expenses required so the employee can work
  - Minimum election $5/paycheck up to maximum of $5,000 per calendar year per family (IRS regulations)
- May make changes to elections within three months after a status change event (e.g., marriage, divorce, birth or adoption of a child; defined by the Internal Revenue Code).
- Funds must be used for eligible expenses incurred during the plan year or they are forfeited.
Life Insurance

- Part I – Employee Coverage (Basic Coverage Provided by the University)
  - Equal to annual salary up to $25,000
  - Includes Travel Assistance Program - program brochure available at https://www.hr.utah.edu/forms/lib/travel-assistance-program-brochure.pdf
  - Part II – Additional Employee Coverage
    - Equal to amount of Part I coverage
  - Part III – Spouse/Dependent Child Coverage
    - $2,000 per dependent (spouse and eligible dependent children)

- Supplemental Term Life – Employee
  - Coverage minimum $20,000 up to maximum $500,000 (employees who are making over $100,000 per year can apply for up to 5 times their annual salary or $750,000, whichever is less)

- Supplemental Term Life – Spouse
  - Coverage minimum $20,000 up to maximum $250,000

- Supplemental Term Life – Dependent Child
  - Coverage of $5,000 or $10,000 on each dependent child

Accidental Death & Dismemberment Insurance

- Coverage minimum $10,000 up to maximum $500,000
- Includes travel assistance coverage - (same brochure listed under Life Insurance)

50% Tuition Reduction (must be 75% FTE or greater)

- Available for Employee after six months, for employee’s spouse after one year, and for employee’s dependent children after three years.

Hyatt Legal Plans

- Gives access to legal representation or advice for a wide range of legal matters. For a list of covered legal services visit: https://www.hr.utah.edu/benefits/legal.php.

Auto and Home Insurance (not a benefit, but the University gets group rates)

- Met Life group insurance rates available
Other Tangible Benefits Offered to Department of Pediatrics Faculty

• **Department of Pediatrics Education Loan Repayment Assistance Program**
  ▪ Competitive education loan repayment program to assist junior faculty to repay loans accrued during their higher education.
  ▪ Award can be up to $20,000/year for up to 3 years (with up to $5,000 per year allocated in addition to assist with taxes associated with this loan assistance).
  ▪ There is an employment commitment required for this repayment.

• **School of Medicine Paid Faculty Parental Leave** (must be 0.75 FTE and on the career-line or tenure-line)
  ▪ Provides up to 6 weeks paid leave for the birth or adoption of a child per occurrence (maximum weeks allowed during career is 24 weeks).

• **Health Sciences Childcare Coordinating Center**
  ▪ Office dedicated to helping incoming and current employees find quality care for their children. [http://childcare.utah.edu/](http://childcare.utah.edu/)

Other University Perks

• **Campus Recreation Services** - [http://campusrec.utah.edu/](http://campusrec.utah.edu/)
  ▪ You can find information on the fitness facilities and outdoor equipment rentals

• **Employee Discounts** - [https://pulse.utah.edu/site/Employee_Discounts/Pages/Home.aspx](https://pulse.utah.edu/site/Employee_Discounts/Pages/Home.aspx)
  ▪ You may need to log into Pulse with your UNID and password
  ▪ Under the Entertainment section, click on “Hospital Gift Shop/Positively U” for a list of discount tickets available to many local attractions. You can purchase these discount tickets from the University of Utah Gift Shop.

• **Youth Education through Continuing Education** - [https://continue.utah.edu/youth](https://continue.utah.edu/youth)