



Utah System of Higher Education (USHE)

BENEFITS SUMMARY

The following information is summarized from the web site of the University Of Utah Division Of Human Resources (<http://www.hr.utah.edu/ben/summ/standard/>). Please refer to that site for more information or contact USHE's Human Resources at 321-7124.

The Standard Benefit Program is worth approximately 40% of a full-time employee's salary.

- ❖ Flexible Spending Accounts
- ❖ Group Life Insurance
- ❖ Long Term Care Insurance
- ❖ Medical & Dental Insurance
- ❖ Employee Wellness Program
- ❖ MetPay Insurance
- ❖ Paid Indoor Parking
- ❖ Paid Leave Time
- ❖ Retirement Benefits
- ❖ Supplemental Retirement Savings Plans
- ❖ Tuition Reduction (50% off at the U of U)
- ❖ Job-Related Education Incentive of \$1,250 yearly
- ❖ 12 Paid Holidays
- ❖ Free Public Transit Pass
- ❖ Opportunity Center (for USHE employees)



Retirement Benefits

USHE makes retirement contributions for each employee in a benefits-eligible position. Both of the following plans are fully funded by USHE. Employees cannot contribute to these plans.

- ❖ Utah State Retirement System Plan: (Non-exempt employees.) A defined benefit / defined contribution plan. Based on years of service at retirement. 1.5% goes to 401(k) account. At retirement age, 14.22% of the employee's annual salary will go to the retirement account.
- ❖ TIAA-CREF/Fidelity/Vanguard: (Exempt employees.) USHE contributes 14.2% of the employee's annual salary into the employee's retirement account.

Medical & Dental Insurance

USHE has three plans (basic, comprehensive, and advantage) within each of the three providers. Dental and prescription drug coverage plan is the same for all three providers. Summaries of these plans are available online.

- ❖ University Health Care Plus
- ❖ Value Care
- ❖ BlueCross BlueShield

*Based on a yearly salary of \$20,880 or \$10.00 per hour for a full-time employee.

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