

Part-Time Benefit Overview  
 Effective July 1, 2024 - June 30, 2025

Benefit	Information
<b>Medical and Pharmacy</b>	<b>Annual Deductible</b> <ul style="list-style-type: none"> <li>Individual: \$750</li> <li>Per Family: \$1,500</li> </ul> <b>Annual out-of-pocket Maximum</b> <ul style="list-style-type: none"> <li>Individual: \$2,800</li> <li>Family: \$5,600</li> </ul> <b>Prescription Drug Annual out-of-pocket Maximum</b> <ul style="list-style-type: none"> <li>Individual: \$1,750</li> <li>Family: \$3,500</li> </ul> <b>Medical Plan Options and Networks</b> <ul style="list-style-type: none"> <li>University of Utah Health Plans Healthy Premier</li> <li>Regence Preferred ValueCare</li> </ul>
<b>Dental</b>	<b>Annual Deductible</b> <ul style="list-style-type: none"> <li>\$0.00</li> </ul> <b>Annual out-of-pocket Maximum</b> <ul style="list-style-type: none"> <li>Basic Coverage and Prosthodontics: \$2,000 per individual</li> <li>Orthodontics: \$2,500 lifetime per individual</li> <li>100% preventative coverage</li> <li>80% co-insurance for basic coverage</li> <li>50% co-insurance for Prosthodontics and Orthodontics</li> </ul> <b>In-Network Option</b> <b>Regence Preferred ValueCare</b>
<b>Mental Health and Substance Use Disorder</b>	<b>Annual Deductible</b> <ul style="list-style-type: none"> <li>Individual: \$500</li> <li>EE+Spouse/ EE+Child: \$1,000</li> <li>Per Family: \$1,000</li> </ul> <b>Annual out-of-pocket Maximum</b> <ul style="list-style-type: none"> <li>Individual: \$2,800</li> <li>Family: \$5,600</li> </ul> <b>Employee Assistance Program available 24/7 to all employees</b>
<b>Vision Hardware Plans</b>	<b>Vision Hardware Reimbursement Plans</b> <ul style="list-style-type: none"> <li>Plans pay up to \$175 for frames and contacts.</li> <li>Plans pay up to \$220 for lenses.</li> </ul> <b>Plan Options</b> <ul style="list-style-type: none"> <li>Moran Premier</li> <li>Moran Plus</li> </ul> <b>Administered by Samera Health</b>
<b>Flexible Spending Accounts</b>	<b>Health Care FSA</b> <ul style="list-style-type: none"> <li>\$3,200 maximum with \$640 rollover provision</li> </ul> <b>Dependent Care FSA</b> <ul style="list-style-type: none"> <li>\$5,000 maximum</li> </ul> <b>Administered by ASI Flex</b>
<b>Life Insurance</b>	<b>Employer-Paid</b> <ul style="list-style-type: none"> <li>All part-time employees receive \$25,000 in Employer-Paid coverage at no cost</li> </ul> <b>Employee Supplemental Life</b> <ul style="list-style-type: none"> <li>Coverage on you in an amount from \$20,000-\$500,000 (or five times your annual salary up to \$1,000,000)</li> </ul> <b>Spouse/Domestic Partner Supplemental Life</b> <ul style="list-style-type: none"> <li>Coverage on your spouse/domestic partner in an amount from \$20,000- \$250,000</li> </ul> <b>Child(ren) Supplemental Life</b>

	<ul style="list-style-type: none"> <li>Coverage on unmarried, dependent children under the age of 26 in the amount of \$5,000 or \$10,000 each.</li> </ul> <p><b>Accidental Death &amp; Dismemberment</b></p> <ul style="list-style-type: none"> <li>Coverage on you or family and you in an amount from \$10,000- \$500,000</li> </ul> <p><b>Administered by UNUM</b></p>
<b>Retirement</b>	<p><b>Defined Contribution 401(a) Employer-paid</b></p> <ul style="list-style-type: none"> <li>Eligible employees are automatically enrolled in a University-funded retirement plan</li> <li>The University contributes an amount equal to <b>6%</b> of your gross salary each pay period</li> <li>Employees will be 20% vested after 1 year, and an additional 20% after each subsequent year, up to 5 years totaling 100% vested</li> </ul> <p><b><i>If you have previous service with URS, please contact Benefits immediately at 801-581-6500</i></b></p> <p><b>Match Contribution on 403(b)</b></p> <ul style="list-style-type: none"> <li>The University offers an employer-match <b>up to 4%</b> of gross salary for those eligible employees enrolled in a 403(b) Retirement Plan</li> <li>The same vesting schedule applies to the matched contributions</li> </ul> <p><b>Optional 403(b) &amp; 457(b) Supplemental Retirement Plans</b></p> <ul style="list-style-type: none"> <li>You may defer money to either or both plans on a pre-tax and/or after-tax basis</li> <li>Minimum contribution 1% per pay period</li> <li>Maximum contribution \$23,500 annually</li> </ul> <p><b>Administered by Fidelity and TIAA</b></p>
<b>Accruals</b>	<p><b>PTO</b></p> <ul style="list-style-type: none"> <li>PTO accrues once per month on the 16<sup>th</sup></li> <li>Maximum PTO bank of 520 hours for staff, 600 for managers</li> <li>Monthly accrual is pro-rated based on your Full Time Equivalency (FTE) and years of service</li> <li>Two cash-out options available to those that are eligible</li> </ul> <p><b>Holiday</b></p> <ul style="list-style-type: none"> <li>11 paid holidays per year pro-rated based on your FTE</li> </ul> <p><b>Jury Duty</b></p> <ul style="list-style-type: none"> <li>Leave for jury duty is available to employees (pro-rated to your FTE) who are required to be absent from work because of an official requirement to appear for jury service.</li> </ul>
<b>Disability</b>	<p><b>Short Term Disability</b></p> <ul style="list-style-type: none"> <li>Employer-Paid Short Term Disability at 50% income replacement</li> <li>21-day waiting period</li> <li>All employees are auto-enrolled in a 10% STD buy up option</li> </ul> <p><b>Long Term Disability</b></p> <ul style="list-style-type: none"> <li>Employer-paid Long Term Disability at 60% income replacement</li> <li>90-day waiting period</li> </ul> <p><b>Administered by UNUM</b></p>
<b>Family Support</b>	<p><b>Paid Parental Leave</b></p> <ul style="list-style-type: none"> <li>6 week Paid Parental Leave (you must qualify at the time of leave)</li> </ul> <p><b>Bright Horizons Child Care</b></p> <ul style="list-style-type: none"> <li>Offers back-up child, adult/elder, pet and family care</li> </ul>
<b>Other Benefits</b>	<p><b>Farmers and Liberty Mutual Home and Auto</b></p> <p><b>MetLife Legal Plan</b></p> <p><b>Norton LifeLock Identity Theft</b></p> <p><b>Nationwide Pet Insurance</b></p>