



The following benefits are available to temporary full-time employees working on at least a 75% academic or fiscal year schedule. Contact Human Resources for information on those benefits applicable to part-time or other employee groups.

**Benefit**

**Monthly Premium**

The medical, dental and vision insurance may be effective on the first day of the month coinciding with or following the employment date.

**MEDICAL PLAN**

Three choices of medical coverage are available through the **UnitedHealthcare Choice Plus Network**.

**UMR CORE CHOICE PLUS PPO**

Covers hospitalization, surgical, major medical and prescription drugs:

- 100% preventive care coverage;
- Doctor Office Visits \$30 office copay;
- **Deductible:** \$750 individual /\$1,500 family in network;
- **Coinsurance:** 20% for employee after deductible, in network;
- **Out-of-pocket maximum:** \$4,500 individual/\$9,000 family in network;
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**EMPLOYEE ASSISTANCE PROGRAM**

For regular employees on a 50% or greater assignment, the University offers an Employee Assistance Program to aid employee mental health. The program, through TimeCare, offers TalkNow on demand mental and emotional support, scheduled counseling, health coaching and digital self care. All services are completely confidential.

**COLLEGE CHOICE 529 INVESTMENT PLAN**

The University will make payroll deductions for employees enrolled in this plan. There is no waiting period for participation. This is a tax advantaged college education savings plan with employee contributions on a post-tax basis.

**SAVI - PUBLIC SERVICE LOAN FORGIVENESS**

The University has partnered with SAVI to guide employees through the public service loan forgiveness programs offered to employees at public institutions. Employees complete questionnaire and SAVI provides options for loan forgiveness. SAVI will manage the annual submission of documents to stay compliant with the programs and help members save money.

**FEE WAIVER ON CLASSES**

- Staff employees receive a full waiver of tuition for undergraduate and graduate courses; a maximum benefit of six credit hours for fall and spring semesters and up to six credit hours during the summer session with a maximum of 15 hours per academic year.
- Spouses and eligible dependents (see policy) of employees receive a waiver of 75% of student tuition for undergraduate and graduate courses. A maximum of 132 semester credit hours is eligible for the fee waiver.
- Employees also may receive a waiver of fees for noncredit courses held on campus through the Outreach and Engagement Department.
- See University handbook for full policy and guidelines [SI.edu/hr/policy](http://SI.edu/hr/policy).

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**ELECTION DAY**

Reasonable time off to vote without loss of pay will be allowed if the employee's work schedule conflict with voting hours.

**JURY DUTY OR WITNESS IN COURT**

Time off with pay with required documentation.

**PARKING**

On-campus parking is available at no cost to the employees.

**SOCIAL SECURITY**

Social Security is administered by the federal government through the Social Security Administration and provides survivorship and retirement benefits. The cost is shared by the University and the employee.

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