

Welcome to UVM



New Faculty Benefits Overview



The University of Vermont

The Division of HUMAN RESOURCES, DIVERSITY AND MULTICULTURAL AFFAIRS

Human Resource
Services

AAEO

Benefits

Classification &
Compensation

Labor & Employee
Relations

Center for Cultural
Pluralism

Professional
Development & Training

Interfaith Center

Prism Center

Women's Center

Mosaic Center



UVM Human Resource Services

❖ New Faculty Benefits Enrollment:

- ❖ All Day Monday and Tuesday—Guidance and forms completion in the Williams Room
- ❖ Wednesday and Thursday—Personal meetings on request in Waterman 228

❖ Ongoing support for benefit questions:

HRS Information Center

228 Waterman Building

802.656.3150

HRSInfo@uvm.edu

Please include “New Employee” in subject line of email communications





It is a community of capable, creative,



Objectives

- Complete payroll and benefit forms
- Discuss benefit options available to you:
 - Health insurance
 - Dental insurance
 - Life insurance
 - Long-term disability
 - Retirement savings
 - Flexible spending account



Health Insurance



- Who is eligible for coverage?
- What are the plan options?
- When does coverage begin?
- How much do you pay?
- Waiving coverage?

VHP Open Access Plan (In-Network Coverage)	
Primary Care Provider (PCP) is required	\$10 copay for PCP; \$20 for specialist
Residence (for you and your dependents)	Worldwide
Diagnostic Services (x-rays, blood tests, etc.)	No copay
Mail Order Prescription Program	<u>Waives</u> \$100 deductible
Annual Routine Eye Exam	\$20 copay
Major Oral Surgery (pre-authorization required)	\$20 copay
Well Baby and Child Office Visits	No copay
Outpatient Mental Health	No copay



Customer Service: (800) 247-2583



Dental Insurance



Northeast Delta Dental

- Coverage Begins: 6 months from date of hire
- Eligible dependents: spouse and children up to the age of 26
- Plan Options:
 - **Base Plan** is FREE!
 - **High Option Plan 2** - cost-share



Coverage	2019 Employee Monthly Cost
Employee Only	\$8.64
Employee & Spouse	\$17.10
Employee & Child(ren)	\$19.12
Family	\$28.21



Dental Insurance



Northeast Delta Dental

Coverage Highlights	Base Plan (free)	High Option Plan (cost-shared)
Annual Deductible / Person	\$25 (all procedures)	\$25 (does not apply to preventive care)
Annual Limit	\$750	\$2,000
Orthodontics (lifetime limit)	\$500	\$1,500
Major Restoratives	50%	60%



Life Insurance

Employee Options		
Amount of Coverage	Premium Cost-Share	Medical History Form Required?
Basic Coverage		
\$6,000	Free	No
\$50,000 (\$6,000 of basic coverage and \$44,000 optional coverage)	Cost-share is based on age, salary and level of coverage selected	No, if you enroll today
2X base salary		No, if you enroll today
Supplemental Coverage		
3X – 7X base salary	Cost-share is based on age, salary and level of coverage selected	Yes

Dependent Options ONLY if employee's option is over \$6,000		
Amount of Coverage	Premium Cost-Share	Medical History Form Required?
Spousal Coverage		
\$20,000	Cost-share is based on age, salary and level of coverage selected	No, if you enroll today
½ of Employee's Coverage		Yes, if the coverage amount is over \$50,000
Child Coverage		
\$10,000 per child	Yes	No



TheStandard®



Long Term Disability Insurance

- Employee Coverage Options
 - 60% of salary
 - 70% of salary
- Pre-Tax or After Tax
- No cost until coverage begins
 - Coverage starts after 1 year from start date
 - Exceptions:
 - Rehires who meet the “3 and 2” rule
 - New employees ensured within 3 months of UVM employment, under a similar LTD policy



403(b) Retirement Savings Plan

- Employees can participate in this benefit at any time
- Maximum contributions for 2019
 - \$19,000 (age 50 Catch up, \$6,000)

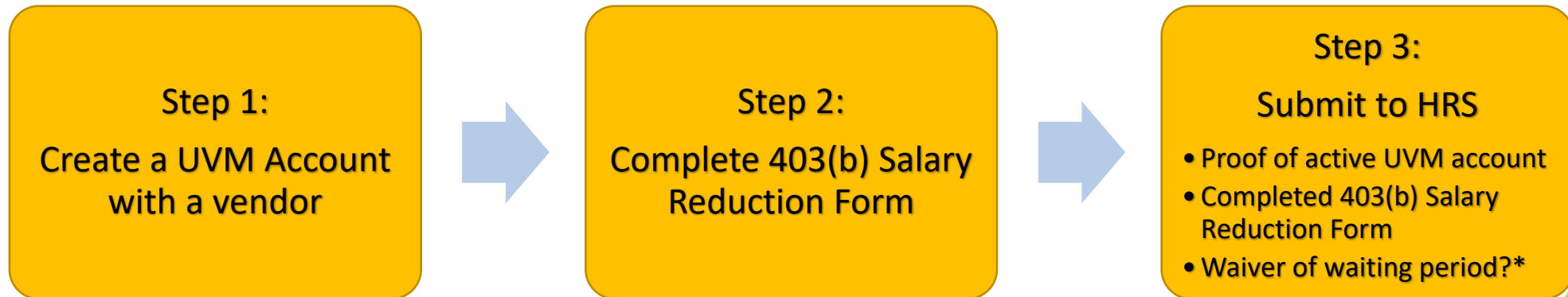
Faculty	
Minimum Contribution	3% pre-tax salary
Employer Contribution	10% of salary
Waiting Period	2 years / 4 consecutive semesters

- Exceptions to waiting period:
 - “3 and 2” Rule
 - Title of Assistant/Associate/Full Professor
 - Proof of active retirement account from immediate prior non-profit or government employer (typically a 403(b) account, or similar)



403(b) Retirement Savings Plan

- Vendor options:
 - [TIAA](#), [Fidelity](#)
 - How to enroll?



*Consult with benefits advisor for eligibility requirements

Note: UVM employer and employee contributions are effective upon completed enrollment; not retroactive to your date of hire



Retirement HEALTH Savings Plan



- UVM contributions after one year of full-time service
 - \$1,150 for Non-Represented Faculty
 - \$1,550 for United Academics full-time union
- Enrollment is automatic
 - Monthly deposits
 - Qualified healthcare expenses at retirement age
 - Employees may contribute after-tax funds
- Employer contributions are vested after 15 years of service



2019 Flexible Spending Arrangements (FSA)

- Qualified medical expenses (\$50 – \$2,700)
 - Up to \$500 of unused health care pledge may be rolled over into next calendar year
- Qualified dependent expenses (\$50 – \$5,000)
 - Includes contributions already made during the current tax year
- “Use it or Lose it!”
 - Unreimbursed money must be reimbursed within 90 days of the end of the calendar year (or your termination) or your money will be forfeited



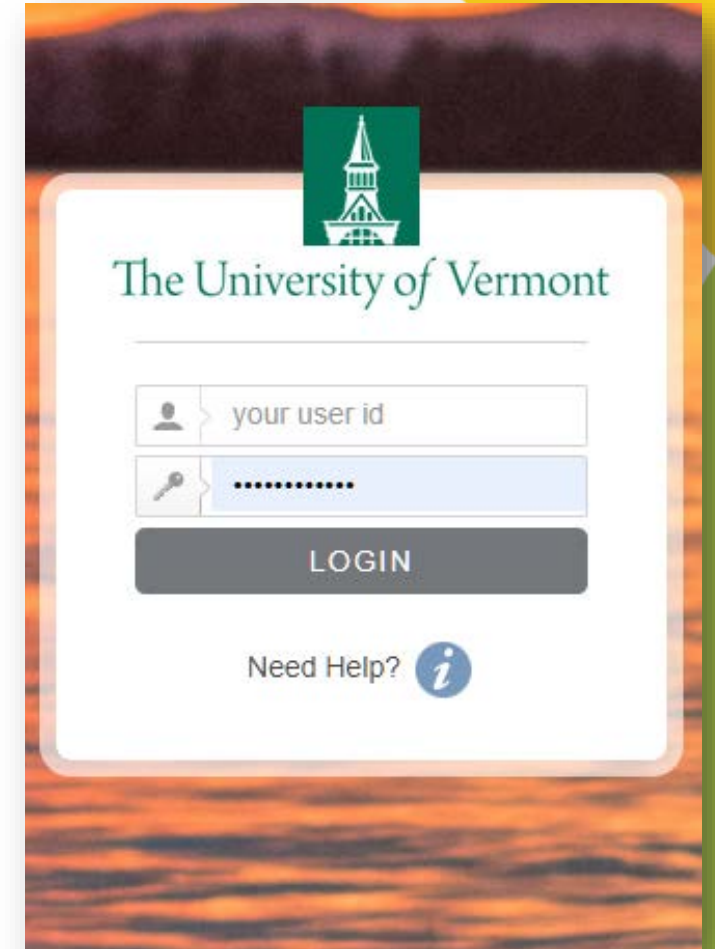
Inside your Benefits Packet:

- ❖ Benefits and Payroll forms:
 - ❖ Checklist indicates which are complete and those forms that remain to be completed by the end of Orientation.
- ❖ Benefits enrollments may be made over the next five (5) business days.
- ❖ After this week, you may change benefits:
 - ❖ Open Enrollment
 - ❖ Qualifying events (within 20 days)



PeopleSoft: Login to Human Resources

- Set up Direct Deposit in Self-Service
 - Direct deposit is required:
<https://www.uvm.edu/sites/default/files/Human-Resource-Services-and-Operations/Mini-Manuals/personalinfo.pdf>
 - View your paychecks
 - First paycheck can be picked up in Payroll Services in 237 Waterman Building
- Update emergency contact information



Helpful Links and Information

- Activate your [NetID](#)
- Set up Direct Deposit through [Personal Information In PeopleSoft](#)
- Your first paycheck can be picked up at Payroll Services, 237 Waterman
- For parking options, contact [UVM Transportation & Parking Services](#)
- Obtain your [CatCard](#)
 - [CAT\\$cratch](#), [dining](#), [library](#), [gym](#), door access and bus pass for [GMT](#)
- [General Employment Information for UVM Faculty and Staff](#)
 - Navigating the workplace, campus news and updates, agreements and policies
- [Discounts and Events](#) through Staff Council
- Dual UVM/UVMMC employees: Official UVM communication is sent to uvm.edu emails only



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