Health Savings Account (HSA)

Eligibility: First day of month following the date of appointment or on the date of appointment if that occurs on the first of the month. Choice of two plans which provide hospital, surgical, prescription, and medical coverage; both plans are available as No Referral.

Tuition Benefits for Self

UR-Paid Basic Term Health Care Plans

Eligibility: Effective the first day of the pay period following the date the enrollment form is signed or the date of the appointment, whichever is later. Choice of two Flexible Spending Accounts: Medical (Dental ($100 Minimum/$2,550 Maximum) and Dependent Care Account ($100 Minimum/$5,000 Maximum). Limited Purpose Health Care FSA: If you are enrolled in the YOUR HSA-Eligible Plan and contribute to an HSA, you are able to contribute only to a Limited Purpose FSA.

Health Savings Account (HSA)

Eligibility: If you are enrolled in the YOUR HSA-Eligible Plan, you have the option to enroll in a Health Savings Account. Contribution limits: $3,400 single/$6,750 family, pro-rated for each pay period based on the number of pay periods remaining to be paid in the calendar year.

Group Life Insurance

UR-Paid Basic Term

Eligibility: Immediate

Group Universal Life (GUL) or Group Optional Term Life (GOTL)-May elect 1 to 8 times your annual salary up to maximum coverage of $1,500,000. Elect 1 to 8 times your annual salary of Optional Accidental Death & Dismemberment (AD&D) insurance, up to a maximum of $1,500,000.

Flexible Spending Accounts (FSA’s)

Eligibility: Immediate

Employee-Paid Optional

Group Term Life for Spouses/Domestic Partners-May elect $10,000, $25,000, $50,000 or $100,000 of coverage, not to exceed 8 times your annual salary. Group Term Life for Dependent Children-May elect $2,500, $5,000 or $10,000 of coverage.

Health Care Plans

Full-Time Faculty/Staff Earnig > $121,000

Full-Time Faculty/Staff Earning < $49,000

- 80% Tuition Waiver

Tuition Benefits for Self

Employee Tuition Waiver Benefit

Courses at U of R: After 1 year of service - The employee tuition waiver benefit is based on the current salary (see salary bands below) of regular full-time faculty/staff at the beginning of each relevant period (e.g. semester/quarter) for up to two credit-bearing courses taken at the University of Rochester, if such course is deemed by the employee’s immediate supervisor either to be related to the employee’s job at the University or part of a degree plan that would prepare the employee for a future job within the University.

Tuition Benefits for Dependent Children

After 5 years of service, 50% of the stated undergraduate tuition cost at the applicable UR school or college, for up to four years of undergraduate study, not to exceed a total of 8 semesters or 12 quarters (including summer semesters or quarters). Tuition Benefits will be pro-rated for part-time study.

Service completed at any higher educational institution, teaching hospital, not-for-profit research foundation, or not-for-profit support organization of higher educational institutions, as well as a member of the University’s controlled group, will count toward the 2-year service requirement. To receive this service credit, you must complete a Retirement Service Credit Form, which is available at www.rochester.edu/benefits/retirement. If this form is received more than 90 days after your appointment to the University or your change to an eligible status, it will not be processed retroactively.
Vacation for LPN’s: 20 days after 1 yr; extra day each yr from 9-13 yrs to yield 25 days; 27 days after 18 yrs; 30 days after 23 yrs.

but excluding wellness incentives, tuition assistance, taxable relocation assistance, sign-on bonuses, severance benefits and forms of extra remuneration not related to actual services.

Note: Employees covered by collective bargaining agreements receive benefits in accordance with those agreements.

Vacation for Staff Nurses: 25 days after 1 year; 27 days after 18 years; 30 days after 23 years.

Paid Time Off (PTO) Program

Sick Leave Plan for Short-Term Disability

Sick Days: 10 days per yr to cover 1st week of disability (Only for staff with primary appointment in divisions 10, 20, 21, 22, 23, 24, 30, or 70). Weeks of full/partial pay: 26 weeks of full or partial pay to cover from 8th calendar day of disability. Prior to 6 months, eligible for NYS Statutory benefits

Eligibility: Immediate.

Paid Time Off (PTO) Program

Eligibility: Immediate.

One week of standard work hours, pro-rated allocation based on pay period of entry into Plan. (Only for staff with primary appointment in divisions 40, 50, 60, 90, 91 or 92.)

Eligibility: Immediate.

Full or Partial salary continuation from 2 to 6 months depending on length of U of R service.

Long-Term Disability (LTD) Plan

Eligibility: After 1 year of service. Choice of two options. When totally disabled for more than six months, guarantees 60% of covered salary.

Vacation 1, 4

15 days per year for yrs 1-3
25 days per yr for yrs 13-17
27 days per yr for yrs 18-22
30 days per yr for yrs 23+

1 additional day each yr for yrs 4-13

20 days after 4 yrs; 25 days after 7 yrs; 27 days after 18 yrs; 30 days after 23 yrs

27 days after 1 yr; 20 days after 4 yrs; 25 days after 7 yrs; 27 days after 18 yrs; 30 days after 23 yrs

Per terms of faculty appointment.

University Holidays 1

8 University Holidays Per terms of faculty appointment

Wellness Program (Well-U) 5

Eligibility: Immediate

Personal Health Assessments, Biometric Screenings, Lifestyle Management/Condition Management Programs, prescription drug discounts (for asthma, diabetes, hypertension, heart disease and congestive heart failure and discount on coinsurance for prescription diabetic supplies/equipment) upon enrollment and completion of program, annual flu shots, 24/7 Nurse Line, and all related incentives: Regular full-time and part-time faculty and staff, residents, as well as their spouses/domestic partners enrolled in a University Health Care Plan. Non-Medicare-eligible retirees and their spouses/domestic partners enrolled in a University Health Care Plan are also eligible.

Behavioral Health Partners Services includes regular full-time and part-time faculty and staff age 18 or older and non-Medicare eligible retirees enrolled in a University Health Care Plan, as well as spouses/domestic partners and dependent children of active employees or non-Medicare eligible retirees who are 18 or older and are enrolled in a University Health Care Plan.

Incentives for Weight Watchers: Regular full-time and part-time faculty, staff and residents. Visit: www.rochester.edu/well-u for more details and a full listing of all the wellness programs offered.

Life-Work Connections/EAP

Eligibility: Immediate

Employees and family members able to seek Life-Work Connections/EAP services. Visit: https://www.urmc.rochester.edu/LifeWorkConnections

Travel-Accident Ins. 4

Provides insurance in case of accidental death or dismemberment while traveling on University business in capacity of UR employee. The Travel Assistance Service Identification Card is available online at www.rochester.edu/benefits/healthcare_traveling and should be printed and carried with participants.

University Home Ownership Incentive Program

Provides new homeowners in qualifying City of Rochester neighborhoods with $3,000 from the University, $3,000 from the City and $3,000 from a participating bank/credit union. For information regarding participating lenders, visit www.rochester.edu/benefits/housing.

YOUR Benefits Extras

VSP Vision Care*: Helps with the costs of exams, glasses, contact lenses, etc.

Hyatt Legal Plans*: Provides employees with legal representation for many different legal matters, including wills, estate planning documents, real estate matters and elder care issues.

*If you enroll by the 15th of the month, coverage for VSP Vision Care and/or Hyatt Legal Plans will be effective 1st of the following month. If you enroll on the 16th, 30th, 31st, coverage will be effective 1st of the second following month.

Group Auto & Home Insurance: Apply anytime and get side-by-side auto insurance quotes in minutes from Liberty Mutual, MetLife and Travelers.

For more information regarding VSP Vision Care, Hyatt Legal Plans or Group Auto & Home Insurance, visit www.YOURBenefitsExtras.com

Employee contributions for the University Health Care Plan are based upon your annual salary, full-time / part-time status and length of University service if part-time. Please refer to the Health Care Plans Premium Sheet found on the website www.rochester.edu/benefits. A paper copy of this information is available for free from the Office of Total Rewards.