Health Care Plans  
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.

Dental Plans  
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 assist with dental expenses.

Flexible Spending Accounts (FSA’s)  
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) 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)  
If you are enrolled in the YOUR HSA-Eligible Plan, you have the option to enroll in a Health Savings Account. Contribution limits: $3,500 single/ $7,000 family, pro-rated for a deduction each pay period based on the number of pay periods remaining to be paid in the calendar year.

Group Life Insurance  
**Full-Time Faculty/Staff by Group**
- **Category:** Full-Time Faculty/Staff Earning < $50,000
- **Eligibility:** Immediate

Employee-Paid Optional  
- **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.  

  - Regular Full-Time Faculty/Staff Earning < $50,000
    - 95% Tuition Waiver
  - Regular Full-Time Faculty/Staff Earning $50,000-$124,000
    - 90% Tuition Waiver
  - Regular Full-Time Faculty/Staff Earning > $124,000
    - 80% Tuition Waiver

The annual index for the salary bands are based on changes in the national average wages as reported by the Bureau of Labor Statistics.

For University of Rochester credit-bearing courses that do not meet the criteria outlined above: The amount of tuition waiver benefit will be set at 70%.  
In no instance is a full-time employee eligible for tuition waiver of more than a total of 2 credit-bearing courses per semester/quarter.

Employee Tuition Reimbursement Benefit for Courses at Other Colleges/Universities  
After 1 year of service - 70% tuition reimbursement for two credit-bearing courses (including approved non-credit courses and certification/recertification exams) in each relevant period (e.g. semester/quarter), if such course is directly related to the employee’s job at the University.

Tuition Benefits for Self  
After 5 years of service, 50% of the stated full 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.  

or  
After 10 years of full-time service, whose child is a first-time, first-year matriculating freshman student a tuition waiver equal to the difference between the stated full undergraduate tuition cost at the applicable UR school or college and the full undergraduate tuition cost for New York State residents for Baccalaureate Degree programs at SUNY colleges, 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.

Tuition Benefits for Dependent Children  
University of Rochester employees (except students whose employment is incidental to their education at the University) are immediately eligible for Voluntary Contributions. Effective July 1, 2017, newly hired or rehired, regular full-time and regular part-time faculty and staff members will automatically be enrolled in Voluntary Contributions from your pre-tax eligible compensation each pay period at 3%. Enroll or change at any time, but you may opt out within 60 days of becoming eligible and no contributions will be deducted from your paycheck.

University Direct Contributions: After 2 years of service, the U of R will contribute 6.2% of Base Salary up to $57,500 (indexed in future according to national changes in average wages), plus 10.5% of additional Base Salary up to IRS limits (currently $275,000). Base Salary means gross wages.  
Base Salary shall not include any amount in excess of the limit imposed by Internal Revenue Code section 401(a)(17) as of the start of each Plan Year.

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.

responsible for the payment of the course and any related late fees.

The University reserves the right to modify, amend or terminate any of the plans at any time. This document provides only a summary of the main features of the plan. Detailed information on the benefit plans is available on the Total Rewards website www.rochester.edu/benefits. A paper copy of this information is available for free from the Office of Total Rewards.

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

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