



# University of Missouri System

## Employee benefits beginning January 2024

### Insurance Options

**Health, dental and vision** coverage is available on the date of your employment or the date you become benefit eligible. Coverage for your spouse or sponsored adult dependent and/or child(ren) is also available. Learn more at [umurl.us/research](http://umurl.us/research).

#### Disability and Life Insurance

Employees have several options for life insurance to help give peace of mind. In fact, the basic disability and life plans are 100% university-paid—available at no cost to employees. **Life Insurance** options include basic, additional, and dependent life coverage.

**Short-Term and Long-Term Disability** insurance include a university paid core or base plan and an employee paid buy-up option. **Accidental death and dismemberment (AD&D)** insurance offers multiple levels of coverage for you and your family. Learn more at [umurl.us/dlins](http://umurl.us/dlins).

You may be eligible to participate in one or more **Flexible Spending Accounts** that allow pre-tax deductions to be used for health care and dependent care expenses. Learn more at [umurl.us/FSA](http://umurl.us/FSA).

A **Health Savings Account (HSA)** may be available for employees who enroll in the Healthy Savings Plan. Those who are eligible will also receive employer contributions. Learn more at [umurl.us/HSA](http://umurl.us/HSA).

For more information about the benefit plans offered by the University of Missouri, visit [umurl.us/benefits](http://umurl.us/benefits).

### Paid Leave

Learn about these and other leave benefits, such as shared leave, organ and bone marrow donor leave at [umurl.us/leave](http://umurl.us/leave).

|                         |   |  |   |
|-------------------------|---|--|---|
| <b>Fixed Leave</b>      | <b>Holidays</b><br>9 per year   | <b>Winter Break (campus only)</b><br>4 Days per year                     |   |
| <b>Flexible Leave</b>   | <b>PTO (Paid Time Off) Days Per Year*</b>                                       |  |   |
|                         | <b>Years of Service</b>   | <b>Non-Exempt (Hourly)</b>   | <b>Exempt (Salaried)</b>  |
|                         | • Less than 5 years   | 18 days  | 23 days   |
|                         | • 5 – 15 years  | 23 days  | 28 days   |
|                         | • 15 or more years  | 28 days  | 28 days   |
| <b>Qualifying Leave</b> | <b>Short-Term Disability</b><br>Covers 60% of employees' pay for up to 20 weeks | <b>Parental Leave</b><br>Covers 100% of employees' pay for up to 4 weeks | <b>Caregiver Leave</b><br>Covers 100% of employees' pay for up to 2 weeks |

MU HealthCare hourly employees also have a PTO cash-in program.

### Employee Assistance Program

The **Employee Assistance Program (EAP)** is available to all employees and their immediate family members for access to free, confidential help for personal and professional stressors. Optum's Live and Work Well program offers unlimited telephonic access to master's-level clinicians (24/7), three (3) free counseling sessions per presenting issue and an online platform offering self-directed access to a continuum of tools and resources to support emotional wellness. Learn more at [umurl.us/EAP](http://umurl.us/EAP).

# Retirement

**The Defined Contribution (DC) Plan** is the retirement program for new and returning employees hired on or after October 1, 2019. The University provides a matching contribution to an employer contributions account equal to the employee's contribution to a 457(b) plan, up to 8% of eligible salary. There is a three-year vesting period to retain the matching contributions made by the University. For more information, please visit [umurl.us/retirement](http://umurl.us/retirement).

**Voluntary Retirement Plans** are also available to all employees who wish to invest for their future. The university offers pre-tax as well as Roth retirement deferrals on an after-tax basis. For more information about both the pre-tax and Roth after-tax options, visit [umurl.us/retplans](http://umurl.us/retplans). To sign up for complimentary investment and financial planning workshops, please visit [umurl.us/retsem](http://umurl.us/retsem).

**Fidelity Workplace Financial Consultants** offer free one-on-one consultations to University of Missouri employees. Visit [umurl.us/retconsult](http://umurl.us/retconsult) to schedule an appointment and learn how to maximize your retirement savings and plan for other financial goals.

# Tuition Assistance

After successful completion of your probationary period, **75% of your tuition and supplemental fees** can be waived for up to six credit hours per semester (a maximum of three during the summer session or intersession) at any UM System university. After a year of employment, your spouse, qualified sponsored adult dependent or child(ren) will qualify for a **50% tuition reduction** at those same institutions. More information is available at [umurl.us/tuition](http://umurl.us/tuition).

# Health and Wellness Tools and Resources

Visit [www.whyuhc.com/universitymissouri](http://www.whyuhc.com/universitymissouri) to find an in-network doctor or hospital or to navigate the tools, programs, resources and other wellness programs available to you.

**Virtual visits** through UHC or MU Health Care, depending on your health plan enrollment, are available any time via your mobile device or computer without an appointment. Virtual visits are a great option when your doctor is not available if you get sick while traveling or as a convenient option for non-emergency medical conditions.

**Wellness resources** are available to help you empower positive lifestyle choices, achieve optimal wellness and reach your full potential. See a complete overview of UM System and applicable UHC health and wellness resources at [umurl.us/wellness](http://umurl.us/wellness).

Our **UHC Nurse Liaison** is available for any employee or their dependent to provide advice and support any time. For more information, visit [umurl.us/nurse](http://umurl.us/nurse).

# Additional Benefits

Our university focuses on enabling greater employee performance and supporting personal and professional growth to ensure we become a true employer of choice.

- **Service awards:** It is a privilege to recognize the achievements of our employees who have reached milestones in their career such as five, 10, 15, 20 or more years of service. The university celebrates these milestones with a certificate honoring their contributions.
- The **UM System Staff Advisory Council** works to create a positive work environment, promote the welfare and diversity of the staff and strengthen communication and relationships among UM System staff and administration. Learn more at [umurl.us/isac](http://umurl.us/isac).

## Office of Human Resources

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[www.umsystem.edu/totalrewards](http://www.umsystem.edu/totalrewards)