



UMASS PRESIDENT'S OFFICE NON-UNIT PROFESSIONAL STAFF BENEFITS- UPDATED APRIL 2021

Holidays: 14 paid per year: New Year's Day, MLK Day, President's Day, Patriot's Day, Memorial Day, Juneteenth Independence Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Day before Christmas, Christmas Day

Vacation Days: 20 days per year - maximum accrual of two times annual allowance, including longevity days (46 days/368 hours) 6.15 hours each pay period

Sick Days: 12 days per year - maximum accrual of 120 days (960 hours) 3.69 hours each pay period

Personal Days: 5 days awarded in January for use during the following year. Pro-rated according to hire:
5 days: January 1 – March 31
3 days: April 1 – June 30
1 day: July 1 – September 30
0 day: October 1 – December 31

Longevity Days: An additional vacation day awarded based on University service: 1 day after 5 years; 2 days after 10 years; 3 days after 20 years.

Direct deposit into checking, savings account, or credit union

Choice of Two Mandatory Retirement Plans:

State Employee Retirement System: Employee contributes 9% plus additional 2% on amounts over \$30,000. Employee contributions may be withdrawn upon leaving state service but some interest is paid only if service exceeds 5 years. Full interest is paid only if service exceeds 10 years. [SERS Guide](#)

Optional Retirement Program: Alternative to the State Employee Retirement System that provides flexible and portable pension benefits. It is a defined contribution plan that provides income based on the investment performance of your individual account balance which you decide how to invest. [ORP Guide](#)

Health Insurance: Choice of Indemnity Plans, POS Plans, PPO-type Plans or HMO Plans; monthly deduction is pre-tax; 75% University paid; 25% employee paid. [GIC Benefit Guide](#)

NOTE: Coverage begins on the first day of the month following 60 calendar days of employment. Open enrollment every April – effective July 1

Basic Life Insurance: \$5,000 policy-cost \$1.59/month

Optional Life Insurance: Up to 8 times salary, employee paid.

NOTE: Late enrollees must provide proof of good health.

Long Term Disability Insurance:

Optional, employee paid.

NOTE: Late enrollees must provide proof of good health.

Dental Insurance: Optional. If not elected at time of hire, must wait until open enrollment period in November. [Dental Guide](#)

Coverage begins on the first day of the month following 60 calendar days of employment.

\$22.80/month for individual coverage;

\$45.60/month for family coverage.

Voluntary Retirement Plans: Fully paid by the employee, except as authorized by the Trustees – state and federal tax deferred up to \$19,500 if under age 50 and \$26,000 if age 50 or older for calendar year 2021.

State Employees Deferred Compensation Plan: Fully paid by the employee - state and federal tax deferred up to \$19,500 if under age 50 and \$26,000 if age 50 or older for calendar year 2021.

Tuition Benefits: For tuition benefit details and required forms, please visit: <https://www.umassp.edu/employee-center/tuition-waiver-remission>.

Dependent Care Assistance Program (DCAP): Pre-tax deduction up to \$5,000 for child care or other dependent care expenses. If not elected at time of hire, must wait until open enrollment (April) or if a "change in status" occurs. (\$1.00/month administrative fee)

Health Care Spending Account (HCSA): Pre-tax deduction from \$250 up to \$2,750 for eligible, non-covered health-related expenses. If not elected at time of hire, must wait until open enrollment (April) or if a "change in status" occurs. (\$1.00/month administrative fee)

Additional Benefits/Perks:

Sick Leave Bank (Short-term plan – no cost)

MetLife Legal Plan (\$18.25/month)

Auto/Homeowners Insurance – Group discount

Employee Discounts: <https://umass.corestream.com/>

[529 College Savings Program](#)

HR website: www.umassp.edu/hr

HR Benefits: <https://www.umassp.edu/employee-center/benefits>

Policies and Guidelines:

<https://www.umassp.edu/hr/employee-handbook/2-university-policies-guidelines-state-federal-laws>