UMASS PRESIDENT’S OFFICE
NON-UNIT CLASSIFIED STAFF BENEFITS


Vacation Days: 10 days per year for up to 4 ½ years; 15 days per year for 4 ½ to 9 ½ years; 20 days per year for 9 ½ to 10 ½ years; 25 days per year for 19 ½ years and over; Maximum accrual of two times annual allowance.

Sick Days: 12 days per year; Maximum accrual of 120 days (900 hours)

Personal Days: 3 days awarded in January for use until the end of year. Pro-rated according to date of hire:
3 days: January – March
2 days: April – June
1 day: July – September
0 day: October – December

Direct deposit into checking, savings account, or credit union

State Retirement Program: Mandatory participation. 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 Employee contributions may be withdrawn upon leaving state service but some interest is paid only if service exceeds 5 years.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.

Health Insurance: Choice of GIC Indemnity Plans or HMOs; monthly deduction is pre-taxed (or option not to elect pre-tax deduction); 75% University paid. Coverage begins on the first day of the month following 60 calendar days of employment. Open enrollment every April.

$5,000 Basic Life Insurance

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 December. 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.

Tax Sheltered Annuities: Fully paid by the employee, except as authorized by the Trustees – state and federal tax deferred up to $18,000

State Employees Deferred Compensation Plan: Fully paid by the employee - state and federal tax deferred up to $18,000

Tuition Remission: 100% for full-time employees, spouses, domestic partners, and unmarried dependent children for courses taken at any Massachusetts state college. Pro-rated waiver for part-time employees. Courses taken through UMassOnline courses are 50% tuition waived. Fees not included.

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 (November) or if a “change in status” occurs. ($2.50/month pre-tax administrative fee)

Health Care Spending Account (HCSA): Pre-tax deduction from $250 up to $2,500 for non-covered health-related expenses. If not elected at time of hire, must wait until open enrollment (November) or if a “change in status” occurs. ($2.50/month pre-tax administrative fee)

Other Benefits:

529 College Savings Program
Sick Leave Bank (Short-term)
MetLaw Legal Plan ($18.25/month)
Homeowners/Renters Insurance - Payroll deduction
Automobile Insurance - Payroll deduction

Human Resources website: www.umassp.edu/hr


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