
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: Jan. – Mar. 31; 3 days: Apr. 1 – Jun. 30; 1 day: July 1 – Sept. 30; 0 day Sept. 30 – Dec. 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 Retirement Program: 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 Employee contributions may be withdrawn upon leaving state service but some interest is paid only if service exceeds 5 years.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.

Optional Retirement Program: Alternative to the State Employees’ 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.

Health Insurance: Choice of GIC Indemnity Plans or HMOs; monthly deduction is pre-taxed; 75% University paid; 25% employee paid.
NOTE: Coverage begins on the first day of the month following 60 calendar days of employment. Open enrollment every April – effective July 1st.

$5,000 Basic Life Insurance $1.58/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 December.

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 Benefits: 100% tuition waived for full-time employees, spouses, domestic partners, and unmarried dependent children up to age 25 for courses taken at UMass and any Massachusetts state college. Pro-rated waiver for part-time employees. 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)

Additional Benefits/Perks:
Sick Leave Bank (Short-term plan – no cost)
MetLaw Legal Plan ($18.25/month)
Auto/Homeowners/Renters Insurance – Group discount
529 College Savings Program
Employee Discounts: www.beneplace.com/umass

HR website: www.umassp.edu/hr

Policies and Guidelines:
http://www.umassp.edu/policy/index.html

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