



an overview *of our* exceptional benefits

The University of Kentucky is proud to offer a variety of benefit plans. The benefits offered by the University include an outstanding retirement plan, competitive health, dental and vision coverage as well as extraordinary educational programs. As an employee eligible for benefits, you may choose to cover yourself, your children up to age 26, your spouse or sponsored dependent and children of a sponsored dependent up to age 26 who live in your household. Verification of relationships may be required (birth certificate, marriage license, etc.). For a more complete listing of UK's benefits and eligibility, visit www.uky.edu/HR/benefits.

Retirement Plan: 200% MATCH! Retirement savings represent an important part of your total compensation package by ensuring a more financially secure future. When you participate in the 403b retirement plan, you contribute 5% of your base salary and the University proudly matches your contributions with an amount equivalent to 10% of your base salary. Participation in this plan is mandatory for employees age 30 and over. You will be fully vested upon completing 5 years of continuous, regular, full-time service. Additional retirement options and resources are available.

Paid Leave: New regular full-time staff accrue 10-15 vacation days per year and enjoy 12 paid holidays annually. After continuous service, vacation leave increases to a maximum of 20 days per year. Regular full-time faculty in ten, eleven and twelve month assignments are entitled to 22 days of vacation leave per fiscal year. Regular full-time staff accrue 12 days of Temporary Disability Leave (TDL), "sick leave" per year. Our family friendly policy allows "sick leave" to be used not only for oneself, but also to care for children, spouses/sponsored dependents, parents, grandchildren, grandparents, brothers and sisters and others residing in the household. For additional details, see www.uky.edu/HR/policies for policies regarding paid leaves.

Health Plan Coverage: UK offers four health plan options. You can decide on the plan and coverage that is best for you and your family's needs. There are a variety of plan designs to choose from including Preferred Provider Organization (PPO), Health Maintenance Organization (HMO), Regional Health Plan (RHP) and Exclusive Provider Organization (EPO).

Pharmacy/Prescription Benefit: Express Scripts administers the universal prescription benefit for UK. Employees are automatically enrolled in the pharmacy benefit program when enrolled in a health plan. The plan provides 24-hour customer service, web-based drug information, and an integrated mail service pharmacy. Employee Benefits has two dedicated pharmacists on staff to provide prescription co-pay counseling to assist in finding the most cost-effective medications for you and your family.

Dental Insurance: There are four dental plans offered through two carriers: UK Dental Care and Delta Dental Program. All plans offer a benefit towards basic preventive services for cleaning and office visits two times per year. Additional benefits may be provided based on the plan you choose.

Vision Insurance: Vision insurance is offered through EyeMed. The vision plan offers savings on eye exams, contact lenses, lens options and accessories, as well as LASIK and PRK laser vision correction procedures.

Life and Accidental Death and Dismemberment Insurance: Basic life insurance coverage in the amount of one times your salary is provided at no cost. Additional term life insurance may be purchased in an amount up to five times your annual salary. Accidental Death and Dismemberment Insurance may be purchased to pay in the case of an accidental death or serious injury. Dependent life insurance for a spouse, sponsored dependent, and/or child(ren) may be purchased in the amount of \$5,000 or \$10,000.

Flexible Spending Accounts: Eligible health care and child/dependent care expenses may be paid with tax-free dollars through flexible spending accounts. These plans are administered by ConnectYourCare. For your convenience, a Flexible Spending Debit Card will automatically be mailed to you to use for eligible health care flexible spending purchases.

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exceptional benefits (continued)

Voluntary Benefits: Additional benefits are available to purchase with automatic payroll deductions. Benefits include long-term care, universal life, short-term disability, cancer insurance, group home and auto insurance, and pet insurance. These benefits are administered the MPM Group, LLC.

Employer Assisted Housing Program: Regular, full-time faculty and staff are eligible for “forgivable loans” of up to \$15,000 to purchase homes, condominiums, townhouses and duplexes in the designated neighborhood areas. The loans can be used for down payment and closing cost, rehabilitation or renovation assistance.

Employee Discount Program: Our employees receive discounts and/or other incentives with a wide array of businesses. Businesses include: bookstores, amusement/entertainment, apartments, home loans, retail & sales, travel and much, much more! Discounts can also be applied toward purchases of some UK athletic events.

Education Programs: Regular, full-time faculty and staff may receive a tuition-waiver for up to 18 credit hours per academic year through the Employee Education Program. Eligible employees with at least one year of continuous, regular, full-time service who are not utilizing the Employee Education Program may choose to receive a tuition discount (10% - 50%) for their child or spouse/sponsored dependent through the Family Education Program.

Professional Development: Improve your skills or learn new ones via UK's professional development opportunities including computer classes, supervisory training, GED classes, The Learning Center (hospital training), safety training and many more.

Health and Wellness Program: Our Health & Wellness Program is dedicated to helping assist employees, retirees and their spouses/sponsored dependents achieve a higher quality of life and take preventive, life-changing measures. Programs include:

- **Healthtrac Rewards** –This incentive program is designed to help improve your overall health while earning up to \$180 per year for your participation in an online health improvement program.
- **Weight Loss Matters** – This is a 10-week weight loss program that allows you to set your own goals and then work with a registered dietician to help meet those goals.
- **BodyShop Fitness** – We have two on-site gyms and group fitness classes at a very low cost of \$7 per month (or \$3.50 biweekly) via payroll deduction.
- **Health Screenings** – Wellness on Wheels offers free screenings which included cholesterol, glucose, blood pressure, body fat percentage, etc.
- **BeH.I.P.** – A phone-based health program that provides you with highly personalized, one-on-one phone coaching. BeH.I.P. programs include: Weight Management, Stress Management, Tobacco Cessation, and much more.

Work-Life Office: Provides strategies and support to build one great place to work with an environment that helps employees be effective and productive, through being able to manage work, family, and personal responsibilities. The Work-Life program provides resources on: flexible work schedules, disability care resources, pet care information, leadership development for staff and faculty, and much more. A few highlighted offerings include:

- **Elder Care:** This on-site resource center provides support and tools for employees faced with the need to provide care for parents or older family members.
- **Work+Life Connections:** Free, voluntary counseling services and referral service for employees, their spouses, children and sponsored dependents who are seeking help with personal, couple, family, substance abuse and financial concerns.
- **Child Care:** The University of Kentucky has partnered with Woodland Early Learning Center to bring quality early education to the UK campus with discounts for employees.

To learn more about these benefits and others, please visit our benefits website at www.uky.edu/HR/benefits.