



University of Missouri System

Employee Benefits through December 2023

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.

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.

Long-Term Disability insurance includes 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.

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.

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.

For more information about the benefit plans offered by the University of Missouri, visit umurl.us/benefits.

Health and Wellness Tools and Resources

Visit 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.

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.

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.

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.

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. To sign up for complimentary investment and financial planning workshops, please visit umurl.us/retsem.

Fidelity Workplace Financial Consultants offer free one-on-one consultations to University of Missouri employees. Visit umurl.us/retconsult to schedule an appointment and learn how to maximize 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.

Paid Leave

Learn about these and other leave benefits, such as shared leave, organ and bone marrow donor leave at umurl.us/leave.

Prior to January 2024:

Personal Leave	Sick Leave	Vacation Days	Holiday Leave	Winter Break**
<ul style="list-style-type: none"> 32 hours prorated based on FTE. Unused days lost at the end of the anniversary year. These days are available for use immediately. 	<ul style="list-style-type: none"> Eight hours/month prorated based on FTE. Used for illness, injury, pregnancy or preventive care for the employee or their immediate family member. On January 1, 2024, existing sick leave will be banked and able to be accessed for specific situations. 	<ul style="list-style-type: none"> Non-Exempt employees: accrue at a rate of 1.85 hours/week. Exempt employees accrue at a rate of 2.62 hours per week. This time will become available for use on January 1, 2024 when it will convert to PTO (paid time off). 	Nine days observed annually, including: <ul style="list-style-type: none"> New Year's Day, Martin Luther King Jr. Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day and the day after Christmas Day. 	<ul style="list-style-type: none"> Paid time off to be used during the reduced operations period (between Christmas Day holiday and the day before the New Year's Day holiday). Employees required to work during this time receive equivalent hours to use at a later date.

**Winter Break does not apply to University of Missouri Health Care employees.

January 2024: New leave program will transition from vacation, sick, and personal time to PTO (paid time off). Holiday Leave and Winter Break remain the same. MU Health Care hourly employees will also be eligible for a PTO Cash-In program. Visit umurl.us/leave for additional information on the new leave program.

Flexible Leave	PTO (Paid Time Off) Days Per Year*		
	Years of Service	Non-Exempt (Hourly)	Exempt (Salaried)
	• Less than 5 years	18 days	23 days
	• 5 – 15 years	23 days	28 days
	• 15 or more years	28 days	28 days

Qualifying Leave	Short-Term Disability Covers 60% of employees' pay for up to 20 weeks	Parental Leave Covers 100% of employees' pay for up to 4 weeks	Caregiver Leave Covers 100% of employees' pay for up to 2 weeks
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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.

Additional Benefits

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 **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.