

**UNIVERSITY OF DAYTON
BENEFITS ELIGIBILITY**

- (1) **Vacation and Holidays:** Accrue .5 day per pay period beginning immediately. Please see handbook for holidays that may be observed. Accruals are prorated for eligible part time employees.
- (2) **Life Insurance:** University pays the entire premium. Individual must apply. Amount = 1.7 times base annual salary. Eligibility date is the first of the month following date of hire into a benefit eligible position.
- (3) **Supplemental & Dependent Life /Accidental Death & Dismemberment Insurance:** Provides the opportunity to purchase an additional 1 to 4 times base annual earnings. Also provides the ability to purchase coverage for spouse and dependent children. The AD&D provision allows the ability to purchase 1 to 10 times base annual earnings in case of death or dismemberment as the result of an accident. Eligibility date is the first of the month following date of hire into a benefit eligible position.
- (4) **Sick Leave:** Accrue .5 day per pay period beginning immediately. Maximum of 90 days. Accruals are prorated for eligible part time employees
- (5) **Short Term Disability Insurance:** Provides 60% of salary after all available sick leave is exhausted. The University pays entire premium. Individual must apply. Eligibility date is the first of the month following date of hire into a benefit eligible position.
- (6) **Long Term Disability Insurance:** If disabled for 90 consecutive days after entering the plan, the plan provides 60% replacement of the base monthly salary to a maximum payment of \$9,000 per month. The University pays the entire premium. Benefits are reduced by any social security or worker's compensation benefits payable, but will never be less than \$100 per month; also pays 10% of covered monthly salary to TIAA-CREF Group Retirement Annuity. Individual must apply at time of disability. Eligibility date is the first of the month following date of hire into a benefit eligible position.
- (7) **Health Care/Dental Coverage:** Employee may choose one of three health care plans written with Anthem Blue Cross and Blue Shield. Dental coverage is also available through Superior Dental Care. **Individual must apply within 30 days of hire.** Eligibility date is date of hire into a benefit eligible position.
- **Flexible Spending Accounts:** May enroll in either Medical or Dependent Care Spending Accounts within 30 days of hire.
 - **Health Savings Account:** If enrolled in the Consumer Driven Health Plan, employees will receive a contribution from the University to the account. Employees may also elect to contribute.
- (8) **Long Term Care Insurance:** Provides multiple levels of coverage for long term medical care beyond typical medical plan coverage. Eligibility date is the first of the month following date of hire into a benefit eligible position. (Subject to insurance company approval)
- (9) **Retirement:** Base plan written with TIAA-CREF. A voluntary contributory plan. If an individual contributes an amount equal to 5% of his/her regular pay to one of the TDA plans, this is matched by the University. With a contribution less than 5% or no contribution, the University will contribute 2.5%. University contributions increase based on years of service. There is a 4 year vesting schedule. Individual must apply. Eligibility date is the date of hire into a benefit eligible position.
- (10) **Tuition Remission (Full time employees only):** A reduction in tuition is available to employees and dependents when admitted according to University of Dayton normal admission standards on the following basis:
- (A) **EMPLOYEE:** 100% remission up to 18 credit hours per year, not to exceed 6 credit hours in each of the first and second terms. Eligibility begins with the first term following the date of hire into a benefit eligible position.
- (B) **CHILDREN/SPOUSE:** Individuals eligible for **undergraduate** tuition assistance are the employee's spouse as well as natural or adopted children or stepchildren under age 25 at the beginning of the academic year, regardless of marital status. Individuals must apply. Eligibility is as follows:
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| Less than 2 years of continuous service - 0% | Completion of 3 years of continuous service – 70% |
| Completion of 2 years of continuous service - 45% | Completion of 4 years of continuous service - 95% |
- (11) **Athletic Ticket Discount (Full time employees only):** A discount of 50% off two season tickets for football and men's or women's basketball if season tickets are purchased. Eligibility date is the date of hire into a benefit eligible position.

I understand that detailed information pertaining to these and other benefits is available in my employee handbooks, and that I **MUST COMPLETE AND SIGN APPROPRIATE APPLICATIONS BEFORE BENEFITS ARE PLACED IN EFFECT.**

Signature

Date