

## ***Nursing Leadership Benefit Information***

For complete details on benefits within your area of interest, please visit: [hr.umich.edu/benefits-wellness](http://hr.umich.edu/benefits-wellness) or inquire with your recruiter or hiring manager.

### **Time Off Allowance**

Full-time exempt employees hired after 7/1/15 will accrue PTO as follows:

0-4.9 years	16.0 hrs/mo	24 days/year	36 days max balance
5+ years	20.0 hrs/mo	30 days/year	45 days max balance

### **University Observed Holidays**

The following days are observed as holidays annually: New Year’s Day, Memorial Day, 4<sup>th</sup> of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day.

### **Retirement Plans**

Michigan Medicine provides incredible, tax-deferred retirement annuity plans featuring:

- 2:1 Matching – Contribute 4.5% of your salary to the retirement annuity plan and Michigan Medicine contributes an additional 9% in matching funds after the first year of employment for earnings up to \$265,000
- 100% employee vesting – The Basic Retirement Savings Plan is a 403(b) and 401(a) plan with immediate vesting.
- Investment support – Investments can be done with TIAA-CREF and Fidelity Investments

### **Flexible Benefits Overview**

An employee hired into a regular position with an appointment of at least 20 hours per week is eligible for full health insurance, vision, and dental benefits on the first day of employment.

For more information on any plan, please see the Benefits Office website: [hr.umich.edu/benefits-wellness](http://hr.umich.edu/benefits-wellness).

### **Health Plan Coverage**

The University offers a number of health plan coverage options:

- UM Premier Care (Blue Care Network) / [bcbsm.com](http://bcbsm.com)
- Health Alliance Plan (HAP) / [hap.org](http://hap.org)
- Blue Cross Community Blue (PPO) / [bsbcm.com](http://bsbcm.com)
- Traditional Blue Cross (Comprehensive Major Medical) / [bsbsm.com](http://bsbsm.com)

### **Prescription Drug Coverage**

Michigan Medicine provides a Prescription Drug Plan for everyone enrolled in a U-M health plan. The plan is administered by MedImpact. The prescription co-pay for a covered drug varies based on several factors.

### **Dental Coverage**

Delta Dental of Michigan provides dental coverage for eligible University of Michigan staff and retirees, under the Delta Dental PPO (Point of-Service) Plan. You can choose from three dental plan options, and all three options provide coverage for preventive care and orthodontic services.

### **Vision Coverage**

Davis Vision, a national administrator for routine vision care programs, provides benefits under the UMHS Vision Plan. You are able to receive benefits in-network or out-of-network. If you choose this benefit, you should elect to use in-network services to receive the highest benefit from this plan.

### **Expanded Long-Term Disability (LTD)**

The Expanded Long-Term Disability (LTD) plan pays up to 65% of your covered pre-disability base salary when you become totally disabled. The maximum covered annual base salary is \$424,615. The plan also pays the cost to continue most of the benefits you have at the time of disability. Income benefits from the plan are coordinated with income from public programs, such as Social Security, up to the maximum benefit of 65% of covered annual base salary. You are able to enroll in this plan *within 30 days* of your service date.

### **Flexible Spending Accounts**

Flexible Spending Accounts (FSAs) allow you to pay for out-of-pocket health care and dependent care expenses with pre-tax dollars. Your contributions are subtracted from your paycheck before taxes are calculated on your pay, so you save money. Contributions for FSAs do not reduce your pay for purposes of determining your life insurance, travel accident insurance, long-term disability or retirement benefits provided by the University. There are two types of FSAs. You may participate in either or both:

1. *Health Care FSA*—covers eligible health care expenses for you and your eligible dependents.
2. *Dependent Care FSA*—covers eligible dependent daycare or elder care expenses so you can work or attend school full-time.

## Legal Services Plan

For a monthly premium, you can receive professional legal assistance with matters such as these:

- Wills and estate planning, including living wills, powers of attorney, trusts, and codicils
- Real estate matters, including eviction defense; tenant problems; and buying, selling, or refinancing your principal home
- Family law matters, including name change, uncontested adoption, and guardianship. (Note that the plan covers advice about divorce but does not cover representation in a divorce case.)
- Debt defense (problems with creditors)
- Defense of civil lawsuits
- Document preparation, including deeds, demand letters, promissory notes, and mortgages
- Identity theft defense

One of the most valuable features of the Legal Services Plan is that it covers telephone advice and office consultations. So, even if you are not sure you need legal representation, or if you need guidance with a legal matter not covered by the plan, your Legal Services Plan may cover the initial consultation, at no cost to you.

## Work/Life Resource Center & Wellness Programs

The Work/Life Resource Center offers resources for child care, elder/dependent care and any other assistance an employee may need in maintaining a healthy balance between work and personal responsibilities. See more information at [www.umich.edu/~hrra/worklife](http://www.umich.edu/~hrra/worklife).

As a leading health system, we recognize the need for healthy lifestyles in and out of your daily work environment. That's why we provide a variety of resources to keep you healthy, active, and in control of your overall well-being with our MHealthy program. See more information on this University-wide effort at [www.mhealthy.umich.edu](http://www.mhealthy.umich.edu).

## Business Travel Accident Insurance & Travel Assistance

### *Travel Insurance*

All active faculty and staff members traveling domestically and internationally while on official University of Michigan business (excluding everyday travel to and from work) are provided coverage for accidental death or permanent total

disability. The university pays the full premium and you do not have to enroll in this coverage.

### *Travel Assistance*

In addition to business travel insurance, the travel assistance program from AXA Assistance USA, Inc. provides travel services to you and your family anytime you are 100 or more miles from home.

### *Parking Permit*

Each employee is eligible to purchase a parking permit on the first day of employment. In order to purchase a permit, new employees should bring their driver's license plus cash or check. For more information:

[www.pts.umich.edu/parking/faculty-staff.php](http://www.pts.umich.edu/parking/faculty-staff.php)

### *Licensure Requirements*

Upon employment, each RN applicant must have a valid license to practice in the State of Michigan.



### **Nurse Recruitment and Retention**

2301 Commonwealth Blvd

Ann Arbor, MI 48105

[www.UMnursing.org](http://www.UMnursing.org) – 734-936-5183

[NurseRecruit\\_UMHS@med.umich.edu](mailto:NurseRecruit_UMHS@med.umich.edu)