

# COMPREHENSIVE BENEFITS FOR FACULTY AND STAFF



HEALTHIEST  
**100**  
WORKPLACES IN AMERICA  
Healthiest Employers LLC

**2:1**  
RETIREMENT MATCH  
in the Basic  
Retirement Plan

**10**  
STRAIGHT YEARS AS A TOP  
UNIVERSITY WORKPLACE  
Chronicle of Higher Education

**NATIONALLY  
RECOGNIZED**  
FOR WORK-LIFE  
EFFECTIVENESS  
WorldatWork

## CARING FOR YOUR HEALTH & WELL-BEING

### Health Plans

Choice of health plan types with nationwide coverage and access to world-class medical care at the University of Michigan Health System. Cover a spouse or other qualified adult and children up to age 26. Includes prescription drug coverage.

### Dental Plans

Three plan options available for preventive care through major restorative services, including orthodontia.

### Vision Plan

Coverage for exams and eyeglasses/contact lenses.

### Flexible Spending Accounts

Set aside pre-tax dollars for health care and dependent care expenses.

### Well-Being Programs

Programs and resources offered by MHealthy to support your physical, mental and emotional well-being.

## INVESTING IN A SECURE FUTURE

### Retirement Plans

Two-for-one university match of your pre-tax contributions to the Basic Retirement Plan after 12 months (up to a defined maximum). Save even more for retirement on a pre-tax or Roth after-tax basis with a 403(b) Supplemental Retirement Account and the 457(b) Deferred Compensation Plan. Invest with TIAA or Fidelity Investments, or both.

### Long-Term Disability Plan

Receive 65% of base salary, full retirement contribution and continuation of benefits if you become totally disabled.

### Life Insurance

Automatic \$30,000 coverage on date of hire. Additional coverage up to 8 times salary.

### Legal Services Plan

General legal services for you and your family, including will preparation.

## PROMOTING BALANCE

### Time Away From Work

Generous paid time off for vacation, holidays and sick time, as well as paid maternity and parental leave.

### Work-Life Programs

Programs to strengthen a workplace culture that supports personal and family life, including child care, elder care, lactation resources and flexible work arrangements.

### Children's Centers

Three early childhood centers offer faculty and staff the highest quality early education and care for their children.

