

FRINGE BENEFITS 2025

At the University of Mount Union, we recognize our ultimate success depends on our talented and dedicated workforce. We understand each staff and faculty member contributes to our accomplishments and so our goal is to provide a comprehensive program of competitive benefits to attract and retain the best staff and faculty available.

Through our benefit programs we strive to support the needs of employees and their dependents by providing a benefit package that is easy to understand, easy to access and affordable.



Hourly Staff Members

Purple Plus Card Benefits:

20% Discount in University Store (excludes textbooks)
20% Discount at all AVI food venues on Campus
Free admittance at athletic events (does not include reserved seating or NCAA tournaments)
Admission to Brush Performance Hall
Admission to Presser Recital Hall Performances
Use of MAAC (McPherson Academic and Athletic Complex)
Use of KHIC (Kolenbrander- Harter Information Center)
****Some exclusions apply****

Travel & Accident Insurance: (Paid by the University) – Effective immediately

Paid Holidays: Good Friday, Memorial Day, Juneteenth, July 4, Labor Day, Thanksgiving and day after, Christmas Eve Day through New Year's Day, Floating Holiday

Volunteer Time: 8 hours per fiscal year

Vacation: Accrual of 6.6 hours of vacation per month, which can be used after 90 days of employment.

Pay Date: Every other Friday.

Undergraduate Education at the University of Mount Union:

Employee: 100% Effective next full semester

Spouse: 100% Effective next full semester (unlimited semesters)

Children: 100% Effective next full semester

- Eligible dependent children are entitled to 100% tuition remission at the beginning of the first semester following the full-time staff member's eligibility for the tuition benefit
- Limited to 136 attempted credit hours, unless you have a child currently enrolled, in which case HR will calculate your benefit

Retirement and Insurance Benefits:

TIAA- Retirement Plan:

- Retirement Plan - Eligible after 1 year of employment
 - The university may make discretionary contributions to the retirement plan on the employee's behalf (Currently 7.5%)
 - Starting July 1, 2025, the University will match your contribution up to 2% in addition to the 7.5% after one year of service.
 - You are eligible to contribute your own monies to the TIAA Retirement Account at any time.

Life Insurance/ Accidental Death & Dismemberment
(Paid 100% by the University)

- 1x Salary \$25,000 Minimum - \$50,000 Maximum

Long-Term Disability

(Paid 100% by the University)

- Provides coverage up to 60% of your salary if you should become disabled while working at the University



(330) 829-6560

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VOLUNTARY BENEFITS

Unum Provident:

- Supplemental long-term disability protection

Optional Life Insurance:

- Employee- Additional life insurance in \$10,000 increments (up to \$500,000 but not more than 5x the employee's salary)

Life Insurance for Dependents:

- Spouse: Life Insurance in \$5,000 increments (up to \$100,000), rates vary
- Child (monthly rate):
 - \$2,500.00 = \$0.50
 - \$5,000.00 = \$1.00
 - \$10,000.00 = \$2.00

The University of Mount Union is a Tobacco-Free Campus.

- Free smoking cessation programs are available

Medical Insurance

Effective on the first day of the month following date of hire. AultCare is our health care provider. All premiums are listed at the monthly rate. A pharmacy benefit is included with all medical plans.

Medical Premium Contribution	Silver HSA	Silver Copay	Bronze HSA
Employee Only	\$101.54	\$93.23	\$69.23
Employee and Spouse	\$210.46	\$190.15	\$179.54
Employee and Children	\$184.62	\$169.38	\$156.00
Family	\$322.62	\$294.46	\$271.85

Spousal Surcharge: The University of Mount Union charges a \$100 monthly surcharge if your spouse has other medical coverage available and chooses to be covered by the University of Mount Union

Flexible Spending Account:

- Pre-tax savings on healthcare expenses
- Dependent Care Reimbursement

Health Savings Account:

- Pre-tax savings on healthcare expenses

Dental and Vision Insurance - Humana:

- Per Pay Premium:
 - \$6.92 Single Coverage
 - \$13.85 Dependent/ Family Coverage
- Optional Vision Buy-Up Per Pay Premiums
 - Single: \$4.68
 - Single +1: \$7.09
 - Family: \$12.47