



## Summary of Benefits for Regular Mayville State Staff Employees

BENEFIT	WHO PAYS	WHEN YOU BECOME ELIGIBLE	WHAT YOU RECEIVE
<b>Leave</b>			
▪ <b>Holidays</b>	University	Upon employment	10 paid holidays per year: New Year's, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving, Christmas
▪ <b>Annual Leave</b>	University	Upon employment	Year 1-3: 1 day/month Year 4-7: 1 ¼ days/month Year 8-12: 1 ½ days/month Year 13-18: 1 ¾ days/month Over 18 years: 2 days/month
▪ <b>Sick Leave</b>	University	Upon employment	Accrues at the rate of one day per month of employment; unlimited accumulation
▪ <b>Funeral Leave</b>	University	Upon employment	In case of death in immediate family of employee or spouse; Up to 3 days paid time off to arrange and attend funeral.
▪ <b>Jury Duty</b>	University	Upon employment	Full compensation during jury service.
▪ <b>Military Duty</b>	University	Upon employment	Full compensation during first 20 days of annual military duty.
<b>Insurance</b>			
▪ <b>Health</b>	University	Starts first day of month after employment date	Enroll within 30 days of employment date to receive waiver for existing medical condition. Includes single or family hospital, surgical, and medical group coverage.
▪ <b>Vision</b>	Payroll deduction	Upon employment	Optional vision care plan allows employee to purchase frame and lens at a discount from selected vendors. Family or single coverage.
▪ <b>Dental</b>	Payroll deduction	Upon employment	Optional dental care plan allows employee to acquire dental services from preferred providers. Family or single coverage.
▪ <b>Life</b>	University	Starts first day of month after employment date	University provides \$3,500 term insurance. You may purchase up to \$200,000 additional in increments of \$5,000; Spouse and dependent coverage also available when supplemental insurance is purchased.
▪ <b>Long Term Disability</b>	University	Upon employment	Provides income to employees unable to perform job duties because of long term illness or accident occurring after date of employment. May be subject to 6-month waiting period.
▪ <b>Long Term Care Insurance</b>	Payroll deduction	Upon employment	Optional coverage for long-term home health care, nursing home, or other facility.
▪ <b>Cancer and Intensive Care</b>	Payroll deduction	Upon employment	Optional coverage for cancer or ICU treatment
▪ <b>FlexComp</b>	University pays costs of administration	Upon employment	Optional plan allowing employee to pay medical and dependent care expenses with pre-tax dollars.

<b>Retirement Plans</b>															
	University contributes 12.26% of your salary to the Public Employees Retirement (PERS) plan and employee contributes 3%.  TIAA-eligible staff contribute at 3.5%, 4.5%, or 5%, depending on years employed, matched by the University at 7.5%, 12.5%, or 13%	Upon employment	PERS Plan - Annual retirement benefits based on pay and years of service. Normal retirement benefit at age 65. Death benefit for beneficiary.  TIAA - Retirement benefits based on contributions and age at retirement. <table border="1"> <thead> <tr> <th>Years of Service</th> <th>EMP Contrib.</th> <th>Univ. Contrib.</th> </tr> </thead> <tbody> <tr> <td>0-2</td> <td>3.5%</td> <td>7.5%</td> </tr> <tr> <td>3-10</td> <td>4.5%</td> <td>12.5%</td> </tr> <tr> <td>10+</td> <td>5.0%</td> <td>13%</td> </tr> </tbody> </table>	Years of Service	EMP Contrib.	Univ. Contrib.	0-2	3.5%	7.5%	3-10	4.5%	12.5%	10+	5.0%	13%
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<b>Education Tuition Waivers</b>															
▪ <b>Employee</b>	University	Upon employment	Based on approval of Department head, the opportunity to take three courses per calendar year with tuition waived.												
▪ <b>Spouse/Dependent</b>	University	Upon employment	Spouse and dependents receive 50% tuition waiver for Mayville State University courses.												
<b>Other Benefits</b>															
<b>Employee Assistance Program (EAP)</b>	University	Upon employment	Free, confidential professional help for personal problems through the Village; Coverage includes all household members.												
<b>Athletic and Cultural Events</b>	University	Upon employment	Season tickets to home athletic events and a wide variety of cultural events.												
<b>Social Security</b>	You and the University	Upon employment	Retirement benefits at age 65. May take reduced benefits at age 62. Life income for total permanent disability. Lump sum payment on death. Monthly income for qualified survivors. Medical benefits for those 65 or over.												
<b>Workers Compensation</b>	University	Upon employment	Compensation for job-related injury or death. Covers medical expenses for job-related injury or illness.												

*Mayville State University provides these benefits in compliance with Federal and State regulations and in the interest of creating a working environment which complements the mission of the university: to educate and guide students, as individuals, so that they may realize their full career potential and enhance their lives. We do this in an environment that reflects our tradition of personal service, commitment to innovative technology-enriched education, and dynamic learning relationships with community, employers, and society. We want no less for our employees.*