

The University of Vermont provides generous benefits that are meant to provide caring support to our employee community and their families. UVM recognizes that our people are our most valuable resource.



BENEFIT	OVERVIEW
<b>Medical</b>	<ul style="list-style-type: none"> <li>• Blue Cross Blue Shield – comprehensive Vermont &amp; National Network</li> <li>• VERY low copays and deductibles</li> <li>• No waiting period</li> <li>• Employee premiums based on salary level</li> </ul>
<b>Dental</b>	<ul style="list-style-type: none"> <li>• Two Levels of dental coverage—Base and High Options through Delta Dental</li> <li>• Base Option – 100% UVM paid - no cost to employees</li> <li>• High Option – More coverage for very low employee costs</li> </ul>
<b>Retirement Savings</b>	<ul style="list-style-type: none"> <li>• 10% Base Salary Employer Contribution with minimal employee contribution (waiting period may apply dependent on prior employer)</li> </ul>
<b>Free College Tuition</b>	<ul style="list-style-type: none"> <li>• Free College Tuition - Free tuition for employees at UVM &amp; their eligible dependents at UVM or ANY Vermont State Colleges (one year waiting period for dependents).</li> </ul>
<b>Paid Leave</b>	<ul style="list-style-type: none"> <li>• Generous Vacation, Sick, Personal, Cultural Holiday, Winter Week Break, and 12 holidays</li> </ul>
<b>Short-Term Disability</b>	<ul style="list-style-type: none"> <li>• 70% after-tax income/benefit protection (available to certain eligible groups)</li> <li>• Very affordable group rates</li> </ul>
<b>Long-Term Disability</b>	<ul style="list-style-type: none"> <li>• 60% or 70% income / benefit protection</li> <li>• Competitive employer cost sharing</li> </ul>
<b>Flexible Spending Account</b>	<ul style="list-style-type: none"> <li>• Healthcare and Dependent Care pre-tax savings</li> <li>• Debit Card Provided for ease of use</li> </ul>
<b>Group Life Insurance</b>	<ul style="list-style-type: none"> <li>• \$10,000 basic policy (100% Employer Paid)</li> <li>• Employee policies up to 7x base Salary, Spousal and Child coverage also available</li> </ul>
<b>Vision</b>	<ul style="list-style-type: none"> <li>• Comprehensive vision benefit plan through VSP</li> </ul>
<b>Wellness</b>	<ul style="list-style-type: none"> <li>• Free membership to campus recreation and fitness center</li> <li>• Discounted family memberships, group fitness classes, personal training and community partners</li> </ul>

# EMPLOYEE BENEFITS Summary

This document is intended as a highlight of benefits available to benefits-eligible employees.

For more complete information, please refer to the plan documents and applicable collective bargaining agreement or non-represented staff handbook online at:  
<http://www.uvm.edu/hrs/>.

If you have specific questions, please contact Human Resource Services at:

Email: [HRSinfo@uvm.edu](mailto:HRSinfo@uvm.edu)  
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The University of Vermont