



**NON-EXEMPT STAFF**  
**SUMMARY OF 2023-24 BENEFITS**

Your benefits make up a substantial part of the compensation you receive from Weber State University. The benefits to which you are entitled are summarized below. This summary is only for the purpose of illustration and does not purport to represent the rights or liabilities of the parties pursuant to the underlying policies, contracts, or law. For additional information, visit the Human Resources (HR) website at [www.weber.edu/hr](http://www.weber.edu/hr). You may also visit us in the Miller Administration building, MA111.

**HEALTH COVERAGE**

The University has a contract with Public Employees Health Program (PEHP) to provide for hospital, surgical, outpatient medical care, and major medical expenses according to the current payment schedule for the plan. Participating doctors, hospitals and other health providers are identified for the best payment schedule.

Plan booklets and identification cards are provided to every eligible employee. Additional details are available on the HR website. Open enrollment is held yearly, normally in April.

**Your Pay Period Cost for *Traditional* (deductible: \$350 individual/\$700 double or family):**

<b>Advantage or Summit Networks:</b>	
Employee Only (FTE >.75):	\$36.67
Employee plus 1 dependent (FTE >.75):	\$75.60
Employee plus 2 or more (FTE >.75):	\$100.93

**Your Pay Period Cost for *STAR* (deductible: \$1500 individual/\$3000 double or family):**

<b>Advantage or Summit Networks:</b>	
Employee Only (FTE >.75):	\$0.00
HSA Contribution	+\$33.09
Employee plus 1 dependent (FTE >.75):	\$0.00
HSA Contribution	+\$66.18
Employee plus 2 or more (FTE >.75):	\$0.00
HSA Contribution	+\$66.18

**DENTAL COVERAGE**

EMI Health administers the dental program. If you choose dental coverage, Weber State University pays 80% of the premium. Some of the features of dental coverage are:

- 80% coverage of dental procedures
- 50% coverage of prosthetics to a maximum of \$2,000 per person per year
- 50% coverage of orthodontic charges to a maximum of \$1,500 per person per lifetime. Orthodontics must be pre-authorized. Participating (preferred) dentists are identified for the best payment. If you choose a non-participating dentist, you will pay a larger portion of the cost.
- Additional details are available on the HR website.

**Your Pay Period Cost for:**

Employee Only (FTE >.75):	\$3.03
Employee plus 1 dependent (FTE >.75):	\$5.38
Employee plus 2 or more (FTE >.75):	\$9.95

**VOLUNTARY VISION**

EMI Health administers the Opticare of Utah vision plan. Premiums for this plan are paid 100% by the employee. Some of the features of vision plan are:

- \$160 Allowance on Frames or Contacts (in a 12 month period)
- \$10 co-pay on Single, Bifocal and Trifocal Lenses

**Your Pay Period Cost for:**

Employee Only:	\$3.00
Employee plus 1 dependent:	\$5.75
Employee plus 2 or more:	\$9.15

### UNIVERSITY HOLIDAYS 2023

Weber State University will observe these fixed holidays during the year. These holidays are:

July 4.....	Independence Day
July 24.....	Pioneer Day
September 4 .....	Labor Day
November 23 & 24.....	Thanksgiving Day
December 25 - Dec 26.....	Winter Holiday
January 1 (Jan 2).....	New Year's
January 16.....	Human Rights Day
February 20.....	Presidents' Day
May 29 .....	Memorial Day
June 19.....	Juneteenth

*One additional personal holiday may be determined by mutual agreement between employee and his/her supervisor. (Use by June 30)*

### GROUP LIFE INSURANCE

The University has a contract with Sun Life Insurance to provide group life and accidental death and dismemberment insurance for all salaried employees. This plan involves straight term life insurance coverage of twice the annual salary. Benefits will be reduced at age 70.

Weber State University pays the premium on the first \$50,000. The employee pays the premium over \$50,000.

The group contract includes term life insurance for the employee. Life insurance on dependents is optional and is paid for by the employee. Supplemental life insurance packets are available in the HR office.

### GROUP DISABILITY

Long-term disability insurance is provided 100% by the University through Sun Life

If you should become permanently disabled, this program will provide for continuous income and deferred premiums for life insurance. The provisions of the program are available in the HR Office. The disability insurance is designed to work in conjunction with Social Security disability benefits.

### YOU ARE ALSO ENTITLED TO THESE BENEFITS

- Employee Wellness Program
- Discounts on Auto and Home Insurance
- Voluntary Pre-Paid Legal program
- Tuition benefits per PPM 3-42
- Library use
- Use of gymnasium, pool, and other physical activity facilities as per present policy
- Discounts in the Bookstore and for athletic and cultural events
- UTA ED pass (Buses, Front Runner, and Trax)
- Social Security
- Unemployment Insurance
- Worker's Compensation (contact Environmental Health and Safety Office)

### VACATION

Full-time non-exempt staff earn vacation credit on a monthly basis according to the following schedule:

Yrs. Of Service      Rate at which Vacation is Credited

0-3	12 days per 12 months (1day per mo.)
4-6	15 days per 12 months (1.25 days per mo.)
7-10	18 days per 12 months (1.50 days per mo.)
11-13	20 days per 12 months (1.67 days per mo.)
14 plus	22 days per 12 months (1.83 per mo.)

*Increased vacation rates begin in the first month of the 4<sup>th</sup>, 7<sup>th</sup>, 11<sup>th</sup> and 14<sup>th</sup> years of service.*

### SICK LEAVE

Full-time exempt staff earn sick leave at the rate of one day of sick leave for every month of employment.

### RETIREMENT

#### TIAA:

For all new employees, your base retirement program is paid for entirely by the University. WSU will contribute at the rate of 14.2% based on your annual gross earnings.

#### OR

#### UTAH RETIREMENT SYSTEMS (URS):

For those individuals who have prior service in the Utah Retirement Systems plan, you have the option to re-enroll in said program and earn additional service credit.

#### \*POST RETIRED EMPLOYEES FROM URS:

- If hired within 60 days of URS retirement date, retirement will be canceled, and employee will be returned to active status.
- If hired after 60 days, but within one year from URS retirement date: (1) cannot receive employer benefits, (2) salary must be limited to \$18,059.82 or half of average monthly salary in a calendar year, and (3) when post retirement is terminated, the new termination date will be used to calculate separation.
- If hired after one year from retirement date, employee must elect either to:
  - Earn a salary, continue to receive retirement, and forfeit any new retirement contributions.
  - Earn a salary and cancel the retirement allowance in order to earn additional service credit; if re-employed for at least two years, a separate benefit will be calculated.

**Supplemental retirement options and tax sheltered annuity programs are also available through the HR Office.**