

Available Benefits

The University of St. Thomas offers a comprehensive benefits program designed to provide eligible employees with the resources they need to maintain their well-being in all respects. Here is a list of benefits offered to eligible employees:

Welfare Benefits	
Medical	The University provides a choice of three medical plan options, one of which allows contributions to a health savings account. All options provide preventive, pharmacy and catastrophic coverage. The plan is administered by Blue Cross and Blue Shield of Minnesota and uses its Aware network. If elected, the employee shares the cost of this coverage.
Dental	The University provides coverage for preventive, basic, major restorative, prosthetics and orthodontic services. The plan is administered by Delta Dental and uses its PPO and Premier networks. If elected, the employee shares the cost of this coverage.
Vision	The University provides coverage for eye exams and materials. The plan is insured by EyeMed and uses its Access network. If elected, the employee pays the full cost of this coverage.
Flexible Spending Accounts	The employee may elect to contribute to a health care and/or dependent care flexible spending account to help pay for certain health care and dependent or elder care expenses on a pre-tax basis.
Life and AD&D	The University provides basic life and basic accidental death & dismemberment (AD&D) coverage each equal to 2x annual base salary at no cost to the employee. Employee has the option to purchase optional coverage for his or her spouse and children.
Disability	The University provides short- and long-term disability coverage at no cost to the employee. These plans provide some income replacement to an employee who is determined to be disabled under the terms of the plans.
Employee Assistance Program (EAP)	The University provides access to counselors for a host number of issues to employees and family members at no cost to employees.

Retirement Benefits	
403(b)	Employees may contribute to a 403(b) account on a pre- or post-tax basis. Employees who qualify receive an employer contribution equal to 9.4% of eligible compensation.

Educational Benefits	
Tuition Remission	After meeting service requirements, employees may qualify for tuition remission for themselves and/or spouse and eligible dependents when enrolled in the University of St. Thomas.

ACTC Program	The University participates in the Associated Colleges of the Twin Cities (ACTC) Program. After meeting service requirements, employees may receive a percentage of remission benefit for dependents enrolling at another participating school.
CCCTE Program	The University participates in the Catholic College Cooperative Tuition Exchange (CCCTE). After meeting service requirements, employees may receive undergraduate tuition remission benefits for dependents enrolled in another participating Catholic college or university.
Tuition Exchange Program	The University participates in the Tuition Exchange Program. After meeting service requirements, employees may be awarded a scholarship when an eligible dependent is accepted and enrolled in another participating school.
Minnesota Save 529 Plan	The University provides employees an opportunity to save for educational expenses via payroll deduction through Minnesota Save.

Time Off	
Vacation	The University provides vacation days for eligible exempt employees. Vacation days are provided at the beginning of the fiscal year and are prorated based on hire date and full-time equivalency (FTE).
Paid Leave Time	The University provides Paid Leave Time (PLT) to eligible non-exempt employees. PLT can be used for vacation, sick and safe time, or any other reason. These hours accrue based on the employee's FTE. There is an option to purchase additional hours with manager's approval.
Holidays	The University recognizes 12 holidays. Eligible employees also receive a floating holiday. These are prorated based on the employee's FTE.

Other Benefits	
Long-Term Care	The University provides long-term care coverage at group rates for employees and certain family members. If elected, the employee pays the full cost of coverage.
Legal Benefit	The University provides legal benefit through MetLaw. The program is administered by Hyatt Legal. If elected, the employee pays the full cost of coverage.
Travel Assistance	The University provides emergency travel assistance services through Sun Life Financial. This coverage includes worldwide medical services.
MERSC Discount Program	The University participates in the Minnesota Employee Services & Recreation Council (MERSC) Discount Program. This provides discounts to many services in the Twin Cities area.