

ACADEMIC FACULTY
Available Benefits Summary¹ / Overview

Medical Insurance – four plan designs; all premiums paid by Mines

Dental Insurance – two plan designs; all premiums paid by Mines

Vision Insurance – voluntary; if selected, premiums paid by faculty member

Disability Insurance

1. Long Term Disability insurance – premium paid by Mines
2. Accidental Death and Dismemberment Insurance – premium paid by Mines
3. Short Term Disability and Disability Retirement through PERA for PERA vested employees

Medical and Dependent Care Flexible Spending Accounts – voluntary, tax free, through employee contributions

Life Insurance

1. Basic Life Insurance – 2x annual salary, premium paid by Mines
2. Optional Life Insurance up to \$300,000 – if purchased, premium paid by faculty member

Other Insurance – paid by Mines

1. Travel Accident Insurance
2. Workers' Compensation Insurance
3. Liability Insurance
4. Unemployment Insurance

Other Benefits

1. Medical and Dependent Care Flexible Spending Accounts
2. Limited enrollment in School of Mines courses with tuition waived
3. Reduced tuition benefit for children of employees attending Mines
4. State of Colorado Employee Discount Program
5. Medicare

Retirement – Mines Defined Contribution Plan. Both employee and Mines contribute to the plan. 36-month cliff vesting. Faculty members with at least one year of Colorado PERA Service credit may elect to remain in the Colorado PERA Defined Benefit plan

Voluntary Retirement Plans

1. PERA 401(k) and PERA Roth401(k)
2. State of Colorado 457 Deferred Compensation Plan and Roth 457 Plan
3. 403(b) and Roth 403(b)

Holidays – Ten (10) observed during the academic year

Leaves

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| 1. Sick Leave | 6. Military Leave |
| 2. Jury/Court Leave | 7. Family Medical Leave |
| 3. Medical Disability Leave | 8. Funeral Leave |
| 4. Parental Leave | 9. Sabbatical Leave |
| 5. Injury Leave | |

¹ All benefits and premiums are subject to eligibility, content of plan documents or insurance contracts, and are subject to change.