

## EMPLOYEE BENEFITS OVERVIEW

At Regis University, we know that benefits are important to an employee's financial security and sense of well-being. Regis University is pleased to offer employees a competitive benefits package. All regular faculty and staff with a full-time equivalency (FTE) of .50 or greater are eligible to participate in the benefits described below (unless otherwise noted).

### The 2017–2018 Benefits Package Includes:

- Medical, dental, and vision insurance
- Flexible spending accounts
- Life and AD&D
- Disability insurance
- Employee assistance program
- Retirement savings plan
- Paid time off
- Education benefits

### Benefits Highlights

#### Regis University Defined Contribution Retirement Plan

Regis University employees are required to contribute four percent of their annual base salary starting on the first of the month after completion of one year of service. Eligible employees receive a discretionary Regis University contribution of 6% after one year of service and 8% after four years of service.

#### Paid Time Off (does not apply to all faculty members)

Regis University provides the following paid time off to regular, full-time employees (FTE of 1.0). Regular employees working between .50 and less than 1.0 FTE receive paid time off on a pro-rated basis.

- Sick—12 days earned per service year
- Paid Holidays—generally 15 scheduled including Winter Break, and 1 floating holiday.
- Mission Leave—3 days per calendar year
- Bereavement/Compassionate Leave—5 days per calendar year
- Vacation (maximum accrual: 120 hours)
  - » 0 to 5 years: 15 days
  - » 5 to 9 years: 20 days
  - » 10 or more years: 22 days
  - » President, Vice Presidents, Assistant/Associate Vice Presidents, Deans, and employees with equivalent titles: 22 days

#### Education Tuition Benefits

Regis University provides a tuition benefit for employees, their spouses (including same-sex spouses if legally married in a jurisdiction that recognizes same-sex marriage), civil union partners, and children enrolled in select Regis undergraduate programs and for employees attending select Regis graduate programs. This benefit is pro-rated for regular employees who work between .50 and .75 FTE.