

2024 University of St. Thomas Benefits Overview

RETIREMENT PLAN

St. Thomas offers a generous retirement contribution of 9.4% of your annual salary after one year of employment.

TUITION REMISSION PROGRAMS

Several tuition benefits are available to you and your dependents, including up to 100% tuition remission for you after 1 year of service, and up to 100% tuition remission for your spouse and/or dependents after 3 years of service.

WORK/LIFE BALANCE

We understand that a healthy work-life balance is essential to employee satisfaction and productivity. In support, St. Thomas designates 14 university holidays, along with a generous vacation schedule, Presidential

	20 days per fiscal year
12 Years or More	25 days per fiscal year

Hourly (Non -Exempt) Employees If you are a regular full -or part-time hourly employee, you will receive Paid Leave Time (PLT) for vacation, sick and safe time, or other personal reasons. PLT is accrued. The following table is based on a 1.0 FTE

Length of Service	Accrual Rate	Weeks Per Year	Full -Time Employees
Less than 4 Years	0.68	3.5 weeks	141.44 hours/year
4 to 12 Years	0.90	4.7 weeks	187.20 hours/year
12 Years or More	.109	5.7 weeks	226.72 hours/year

* You begin accruing PLT immediately upon hire, but you are not eligible to use PLT until after completing 90 days of employment. You can carry forward a maximum of 160 hours of PLT each Sept . 30 (pro-rated based on FTE). Accrued PLT hours ov-2(m)-5(o)-2(u)-48(a)93(19]8urs)4rs

Plan 1: Choice Plus Network /
Core Network

Plan 2: Choice Plus Network /
Core Network



HEALTH SAVINGS ACCOUNT (HSA)

If you enroll in Plan 2, you are eligible to open a health savings account (HSA). This benefit allows you to set aside pretax dollars for eligible health, dental, and vision expenses. St. Thomas contributes up to \$ 250 for single coverage and \$500 for family coverage annually.

NICE HEALTHCARE

Nice Healthcare is the clinic that comes to you and provides unlimited virtual and in-home visits with clinicians. Services are available to you and your family members at no cost and include primary care, mental health, physical therapy, and prescriptions. [Learn more about Nice Healthcare](#).

VISION

The plan through EyeMed provides a benefit for exams, glasses and contacts and a national provider network.

DENTAL

Plans offer comprehensive coverage and a national network through Delta Dental. The Enhanced Plan provides a no deductible option, orthodontia for dependents, and a \$1,500 annual benefit. The Basic Plan provides a low deductible, \$1,000 annual benefit option at a lower bi-weekly premium cost.

2023 Bi-weekly Employee Costs