

University Health Total Compensation

University Health provides an outstanding compensation package to our employees!

– Full & part-time employees (20 hours or more) are eligible for the benefits below –

Medical Insurance:

UH Family Network

- No annual deductibles and no out-of-pocket maximums
- Low co-payments
- Prescription co-payments waived when filled at a UH pharmacy

First Health Network

- Low annual deductibles
- Low co-payments

Pets
Pet Insurance

University Health offers
your furry family members
50-70% reimbursement.

Dental Insurance:

Option 1: Delta Dental PPO – Freedom to see any dentist nationwide

- Low Plan
- High Plan

Option 2: Delta Dental DHMO – Select your dentist from the network

- Services are based on a fee schedule

Vision Insurance:

EyeMed

- Covers eye exams and provides allowance for frames or contacts
- Free frames from Lens Crafters and Target Optical
- Discounts off retail prices for LASIK from U.S Laser Network

Life Insurance:

- Employer paid life insurance
- Option to enroll in additional term life insurance
- Option to enroll eligible spouse and/or children in dependent life
- Provides portable life insurance options tailored to your needs



Disability Plans:

- Options to enroll in short-term disability benefits to replace income for illnesses/injuries
- Options to enroll in long-term disability benefits that provide partial income protection
- Options to enroll in portable disability coverage

Flexible Spending Accounts:

- **Health Care Account:** Pays for healthcare expenses that are medically necessary
- **Dependent Care Account:** Pays for dependent care expenses for children and adult family members who are disabled

Retirement Plans:

- **457 Deferred Compensation Plan:** Employees may make pre-tax contributions to their account up to the IRS limit
 - There are no vesting requirements
- **403(b) Savings Plan:** A voluntary supplemental method of saving additional pre-tax dollars for retirement
- **Match Savings Plan:** University Health will match eligible employee's 457(b) contributions at the rate of 25% up to 4%
- **Cash Balance Plan:** Employees contribute 3% of compensation each pay period. University Health credits an amount of 3% each pay period

Other Benefits:

- **Employee Assistance Program:** Free confidential counseling and support service for employees and their families
- **Cancer, Dread Disease, ICU Policy:** Pays cash benefits directly to employees, regardless of other coverage
- **Education Benefits:** Includes annual tuition reimbursement, continuing education and certification reimbursement
- **Paid Time Off (PTO):** Eligible employees begin accruing PTO benefit hours in their own personal bank from the first day of work

Loan Repayment

Student Loan Repayment

University Health is excited to offer our newly enhanced Student Loan Repayment Program.

Registered Nurses and Allied Health Professionals qualify for this exciting benefit!

