

THE UNIVERSITY OF ALABAMA



EMPLOYEE BENEFITS SUMMARY

Benefit	Who Pays	Who is Eligible	When Eligible*	What you Receive
Medical Insurance	UA & Employees, Post Doctoral Fellows	Regular FT & PT Employees, Post Doctoral Fellows	Immediately	Medical Plan administered by Blue Cross/Blue Shield
Dental Insurance	Employees, Post Doctoral Fellows	Regular FT & PT Employees, Post Doctoral Fellows	Within one month of hire date	MetLife Dental Plan
Vision Insurance	Employees, Post Doctoral Fellows	Regular FT & PT Employees, Post Doctoral Fellows	Within one month of hire date	Spectera Vision Plan
Basic Life Insurance	UA	Regular FT Employees	Immediately	Coverage varies with salary
Accidental Death & Dismemberment	UA	Regular FT Employees	Immediately	\$22,500 coverage
Long-Term Disability Insurance	UA	Regular FT Employees	Immediately	Payments after 90 days of disability
Annual Leave	UA	Regular FT & PT Employees	Immediately	10-22 paid days earned per year (PT leave prorated)
Sick Leave	UA	Regular FT & PT Employees	Immediately	One paid day earned per month (PT leave prorated)
Holiday Leave	UA	Regular FT & PT Employees	Immediately	Paid days as annually communicated
Administrative Leave	UA	Regular FT & PT Employees	Immediately	Paid days for jury duty, bereavement, University closings
Tuition Grant Program	UA	Regular FT & PT Employees	Immediately for employee, 6 months after hire for dependents	Three free credits per semester for employee, half tuition for dependents
Teachers' Retirement System	UA & Employees	Regular FT & PT Employees	Immediately	Mandatory 5% employee contribution
403(b) Plan	UA and/or Employees	Regular FT & PT Employees	Immediately	Pre-tax contributions, employer match for FT monthly employees
Deferred Compensation Plan	Employees, Post Doctoral Fellows	Regular FT & PT Employees, Post Doctoral Fellows	Immediately	Deferral of income and taxes to later date
Optional Life Insurance	Employees, Post Doctoral Fellows	Regular FT Employees, Post Doctoral Fellows	Immediately	Additional Life Insurance on employee and dependents
Optional Accidental Death and Dismemberment Insurance	Employees, Post Doctoral Fellows	Regular FT & PT Employees, Post Doctoral Fellows	Immediately	Additional AD&D insurance
Section 125 Spending Accounts	Employees	Regular FT & PT Employees	Immediately	Tax savings on medical and dependent care expenses
Employee Assistance Program	UA	Regular FT & PT Employees, Post Doctoral Fellows	Immediately	Confidential counseling & referral services
Long-Term Care Insurance	Employees	Regular FT & PT Employees	Immediately	LTC insurance at group rates
Various University Perks	UA & Employees	Regular FT & PT Employees	Immediately	Use of libraries, rec center, University Club, discount tickets, more

*Most benefits require active enrollment by employee – some require enrollment within 30 days of start date or eligibility date.

Updated: 08/08/2006