

For more details regarding each benefit listed below, please visit the HR website at <https://www.una.edu/humanresources/benefits> or click on the links below.

[Health Insurance](#)

UNA has a fully-insured group health insurance program with [Blue Cross/Blue Shield of Alabama](#), which includes medical, prescription drug, vision, psychiatric, and substance abuse benefits for full-time university employees, and their eligible dependents. The University covers the full individual premium for eligible employees.

Blue Cross Blue Shield of Alabama Health/Vision/RX – Monthly Premiums

<u>Tier</u>	<u>Employee Cost</u>	<u>UNA Cost</u>	<u>Total Premium</u>
Employee	\$0.00	\$557.95	\$557.95
+Child(ren)	\$362.65	\$557.95	\$920.60
+Spouse	\$557.94	\$557.95	\$1,115.89
+Spouse & Child(ren)	\$641.08	\$557.95	\$1,199.03

[Dental Insurance](#)

UNA also provides dental coverage through [Blue Cross/Blue Shield of Alabama](#). The University covers the full individual premium for eligible employees.

Blue Cross Blue Shield of Alabama Dental – Monthly Premiums

<u>Tier</u>	<u>Employee Cost</u>	<u>UNA Cost</u>	<u>Total Premium</u>
Employee	\$0.00	\$27.54	\$27.54
Family	\$36.34	\$27.54	\$63.88

[Life Insurance](#)

UNA provides all eligible employees with basic life insurance at no cost to the employee. The basic life coverage level is 1.5 times the covered employee's annual base salary with a maximum benefit of \$400,000. Included with your basic life coverage is Accidental Death and Dismemberment coverage at 3 times the covered employee's annual salary. The provider for this coverage is [Symetra](#).

As a member of the [Teachers' Retirement System of Alabama \(TRS\)](#), eligible employees have life benefits available through the TRS. Also, for eligible active employees, a death benefit of the payment of accrued sick leave is paid to the employee's beneficiary by the University.

[Long-Term Disability Insurance](#)

This coverage provides benefits after a 90-day period of disability. The monthly benefit is 60% of the covered employee's monthly base salary not to exceed \$10,000 per month. The cost for this benefit is paid in full by the University for eligible employees and the provider for this coverage is [Symetra](#).

[Retirement Plans](#)

The [Teachers' Retirement System of Alabama \(TRS\)](#) is a defined benefit plan in which participation is mandatory for eligible employees. Eligible employees are categorized by the TRS as Tier I or Tier II members.

Rates below are effective as of October 1, 2023

- Tier I – Employee contribution rate is 7.5% for regular employees and 8.5% for law enforcement employees.
- Tier II – Employee contribution rate is 6.2% for regular employees and 7.0% for law enforcement employees.

[Voluntary TIAA-Cref 403\(b\) Plan](#) – this retirement plan is a voluntary, supplemental, deferred compensation plan.

[Voluntary RSA-1 457 Plan](#) – this plan is a voluntary, supplemental, deferred compensation plan offered by the Retirement Systems of Alabama.

[Supplemental \(Voluntary\) Benefits](#)

The University provide a \$6.00 per month credit to eligible employees to offset the cost(s) for supplemental, voluntary benefits. All full-time regular employees are eligible for this benefit on the first day of the month following the completion of 90 days of employment.

- Flexible Spending Accounts – HealthEquity
- Cancer Insurance – Allstate
- Short-Term Disability Insurance – Fort Dearborn Life
- Life Insurance – Symetra
- Accident Coverage – Symetra
- Critical Illness Insurance – Symetra
- Hospital Indemnity Coverage – Symetra
- Vision Insurance – VSP
- Air Evac Lifeteam
- Long-Term Care Insurance – LTCi Plans

[Remission of Tuition and Fees](#)

UNA provides remission of tuition to eligible employees and to their spouses and qualified dependent children.

[Paid Time Off](#)

[Annual Leave](#) – Faculty are not eligible for annual leave.

[Sick Leave](#) – Full-time regular employees are entitled to 96 work hours (12 workdays) of sick leave each year at the employee's regular rate of pay regardless of length of service.

[Paid Holidays](#) – Faculty are eligible for paid holidays.

[Miscellaneous Benefits](#)

- [University ID Card \(Mane Card\)](#)
- [Athletic Ticket Discounts](#)
- [University Bookstore Discount](#)
- Free Parking