

# Employee Benefits

REGULAR STATUS **NONEXEMPT** STAFF EMPLOYEES

The information contained in this summary pertains to Regular Status Nonexempt Staff employee positions, .5 FTE and above, and does not constitute an express or implied contract.

Benefits described are subject to change.



CHANCELLOR JAY PERMAN

UNIVERSITY SYSTEM  
OF MARYLAND  
**OFFICE**

# Contents

## JUMP TO SECTION

Click an image to jump to a section and learn more. Click the



icon on the lower right-hand corner of each section to return to this page.

A red-tinted image showing a man and a woman looking at a document together.

**Paid Leave**

A yellow-tinted image showing a person lying down, possibly resting or sleeping.

**Retirement Programs**

A red-tinted image showing a woman smiling and looking at a laptop screen.

**Training & Development**

A yellow-tinted image showing a woman looking at a document.

**Health Benefits**

A red-tinted image showing a person running or jumping in the air.

**Life Insurance**

A yellow-tinted image showing a person reading a book.

**Tuition Remission**

A red-tinted image showing a person's face partially obscured by a red triangle.

**State Employee Credit Union (SECU)**

A yellow-tinted image showing a person's face partially obscured by a yellow triangle.

**Employee Assistance Program (EAP)**

A red-tinted image showing a person's face partially obscured by a red triangle.

**Free Baltimore Mass Transit Ridership (MTA)**

# Paid Leave

ANNUAL LEAVE *	Through completion of the 1st year: 11 days Through completion of the 2nd year: 12 days Through completion of the 3rd year: 13 days Through completion of the 4th year: 14 days Through completion of the 10th year: 15 days Through completion of the 20th year: 20 days Beginning with the 21st year and thereafter: 25 days
HOLIDAYS	15/16 workdays per year
PERSONAL LEAVE	3 workdays per calendar year (“use or lose”)
SICK & SAFE LEAVE *	15 workdays per year
PAID PARENTAL LEAVE	12 weeks in accordance with USM BOR policy <a href="#">VII-7.49</a>

\* Leave accrued in bi-weekly increments, based on FTE.

# Retirement Programs

## STATE RETIREMENT AND PENSION SYSTEM (SRPS)

The Maryland Reformed Contributory Pension Benefit through the Maryland State Retirement and Pension System (SRPS) is a defined benefit pension plan that currently requires participants to contribute 7% of their salary to the plan; the pension plan has a 10-year vesting requirement. Details are available in the [pension plan handbook](#).

## SUPPLEMENTAL RETIREMENT PLANS

403(b), 403(b) ROTH, 457(b), 457(b) ROTH, 401(k), and 401(k) ROTH retirement options are available through voluntary employee contributions up to Internal Revenue Code limitations. Current vendors are [Fidelity](#), [TIAA](#), and [MSRP-Nationwide](#).







# Training & Development

## PROFESSIONAL DEVELOPMENT CONFERENCES

The USM's Training & Development Committee provides annual virtual professional development and wellness-focused conferences available at no cost to USM employees.

## LINKEDIN LEARNING

USMO employees have unlimited access to [LinkedIn Learning](#), an online library of over 16,000 instructional videos and courses taught by industry experts in the fields of business, technology, and creativity.

# Health Benefits

OPTIONS INCLUDE:

Medical (includes vision) *	Prescription	Dental
Health Care Flexible Spending Account	Dependent Care Flexible Spending Account	Wellness

\* For details on the providers, services covered and costs, see the current year's Benefits Guide on [DBM's Health Benefits Page](#).



# Life Insurance

## USM-SPONSORED METLIFE **LIFE & LONG-TERM DISABILITY (LTD)** BENEFITS

The USM offers optional term life insurance for employees, their spouses and their dependent children. LTD benefits are available for employees. All benefits are administered by [MetLife](#).

## STATE-SPONSORED METLIFE **LIFE & ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)** BENEFITS

The State of Maryland offers optional term life insurance for employees, their spouses and their dependent children. AD&D benefits are available for employees. All benefits are administered by [MetLife](#).





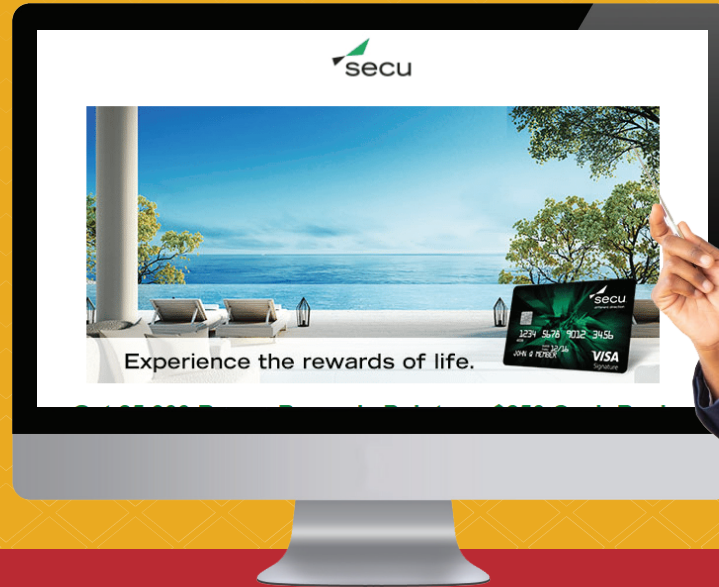
# Tuition Remission

Tuition remission is available for USMO employees, their spouses, and dependent children in accordance with USM BOR policies VII-4.10 and VII-4.20.



# State Employee Credit Union (SECU)

SECU is Maryland's largest credit union with 22 branches throughout Maryland and 50,000+ free ATMs nationwide. Members have full access to their accounts through mobile and online banking.



# Employee Assistance Program (EAP)

The EAP, available through [GuidanceResources](#), is a free, confidential program that includes online resources and consultation services to help employees balance work, family, and personal life.

## ABOUT COMPSYCH® GUIDANCERESOURCES®

Your ComPsych® GuidanceResources® benefit provides you and your dependents 24/7 support, resources, and information to help you with all of life's challenges. From no-cost, confidential counseling and legal support, to financial information and personalized work-life resources, we've got you covered.

The central image is a laptop screen displaying the 'GuidanceResources® Online' login page. The page has a blue header with the 'COMPSYCH® GuidanceResources® Worldwide' logo. Below the header, there's a 'Login' section with a large image of a smiling woman. To the right of the image are input fields for 'User Name' (containing 'marayman') and 'Password', a 'Remember Me?' checkbox, and a 'Login' button. There are also links for 'Forgot my username', 'Forgot my password', and 'To access, alter, or erase personal data, go to My Profile.' Below the login section, there are logos for 'DAVEY AWARDS', 'GALA', and 'Health'. Surrounding the laptop are several tilted photographs: a group of four young adults smiling outdoors, a person sitting at a desk with a laptop, a couple embracing, a woman reading a book, a man holding a baby, and two children playing with toys.



# Free Baltimore Mass Transit Ridership (MTA)

USM employees can ride the light rail transit system, metro subway, local bus service, commuter bus service in the Baltimore region, and any other system and service specified by the MTA for free.

