BENEFITS SUMMARY FOR REGULAR STATUS NONEXEMPT STAFF EMPLOYEES*

PAID LEAVE

Annual Leave
Beginning with the Date of Employment through completion of the 1st year: 11 days
Beginning with the 2nd year through completion of the 2nd year: 12 days
Beginning with the 3rd year through completion of the 3rd year: 13 days
Beginning with the 4th year through completion of the 4th year: 14 days
Beginning with the 5th year through completion of the 10th year: 15 days
Beginning with the 11th year through completion of the 20th year: 20 days
Beginning with the 21st year and thereafter: 25 days

Holidays
14 workdays per year (15 during General Election year)
(Of the 14 Holidays, 11 are State Holidays, 3 are University Holidays. For the complete holiday schedule, check with your institutional HR Office)

Personal Leave
3 workdays per calendar year (use or lose annually)

Sick Leave
15 workdays per year

STATE OF MARYLAND HEALTH & OTHER BENEFITS PROGRAMS – Options for USM employees to participate are:

Medical Plans
Dental Plans
Vision Plan
Prescription Plan
Mental Health
Term Life Insurance
AD & D Plan
Health Care Flexible Spending Account
Dependent Care Flexible Spending Account

For details on the providers, services covered and costs, see the benefits booklet at http://dbm.maryland.gov/benefits/pages/default.aspx

UNIVERSITY SYSTEM OF MARYLAND PROGRAMS: USM offers additional Life & Disability Insurance through MetLife; details available at https://www.metlife.com/USMD

RETIREMENT PROGRAMS: New employees will be enrolled in the Maryland Reformed Contributory Pension Benefit through the Maryland State Retirement and Pension System (SRPS). The SRPS is a defined benefit pension plan that currently requires participants to contribute 7% of their salary to the plan. Details are available in the pension plan handbook at https://sra.maryland.gov/member-benefit-handbooks.

SUPPLEMENTAL RETIREMENT PLANS: 403(b), 457(b), 401(k) - Voluntary Employee participation and contribution up to Internal Revenue Code limitations. Current vendors are Fidelity, TIAA and MSRP-Nationwide. For more information, see the following:
https://nb.fidelity.com/public/nb/usm/home
https://www.tiaa.org/public/tcm/usmd
https://www.marylanddc.com/iApp/tcm/marylanddc/index.jsp

STATE EMPLOYEES CREDIT UNION (SECU): Available to all State of Maryland employees. Details are available at https://www.secumd.org/

TUITION REMISSION: Available for employee, spouse, and dependent children in accordance with USM BOR policies VII-4.10 and VII-4.20, available at http://www.usmd.edu/regents/bylaws/SectionVII. To apply, visit https://www.usmd.edu/tuition-remission/.

EMPLOYEE ASSISTANCE PROGRAM (EAP): The EAP, available through GuidanceResources, is a free, confidential program that includes online resources and consultation services to help you balance your work, family, and personal life. Log on to http://www.guidanceresources.com (first-time users register with Organization Web ID: USMEAP)

FREE BALTIMORE MTA MASS TRANSIT RIDERSHIP: Includes 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.

*The information contained in this summary pertains to Regular Status Nonexempt Staff employee positions and does not constitute an express or implied contract. Benefits described are subject to change based on BOR policy or applicable Maryland or other laws.