

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

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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	16/17 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 VII-7.49

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

Retirement Programs

STATE RETIREMENT AND PENSION SYSTEM (SRPS)

Nonexempt employees are required to enroll in the [Maryland State Retirement and Pension System's \(SRPS\)](#) pension plan. Details are available in the [pension plan handbook](#).

SUPPLEMENTAL RETIREMENT PLANS

Employees can choose from two supplemental retirement programs: the USM Supplemental Plan with vendor options [TIAA](#) and [Fidelity](#), and the [State Supplemental Plan](#) with vendor option [Empower](#). Participation is voluntary, and employees may contribute to any or all plans. These plans offer a variety of tax-deferred and Roth options to help you save for retirement.





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.

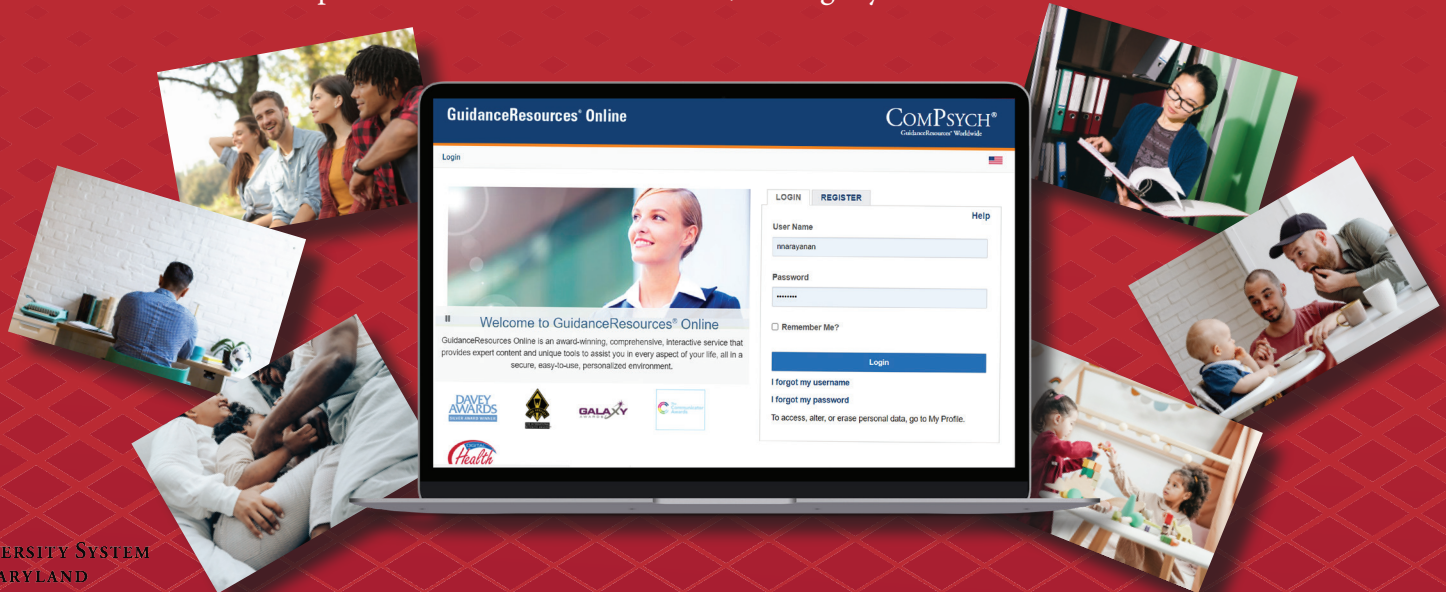


Employee Assistance Program (EAP)

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.



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.

