



## Executive and Professional Benefits Package

The University of the District of Columbia is proud to offer an extensive range of benefits for employees.

### Comprehensive Medical Coverage

The University contributes up to 75% towards the total cost for health insurance premiums. Listed below are the health care costs.

Plan	You pay...			
	HMO		PPO	
AETNA Healthcare HMO or PPO	Self Only - \$48.42	Family - \$125.62	Self Only - \$65.26	Family - \$170.33
Kaiser Permanente HMO	Self Only - \$45.23 Family - \$117.44			
United Healthcare HMO or POS	HMO		POS	
	Self Only - \$41.05	Family - \$106.49	Self Only - \$42.36	Family - \$109.89

### Dental Coverage

The University pays 100% of the premium costs for dental coverage through CIGNA DHMO plan. An employee can elect the CIGNA Dental PPO and will be responsible for the additional premium cost.

### Optical Coverage

The coverage is through Quality Plan Administrator, Inc. The University pays 100% premium of the costs for optical coverage.

### Group Life Insurance

Employee pays two-thirds of the total cost and the University pays one-third. An example is:

Basic Salary	You pay...
\$100,100 (rounded to the next thousand)	\$8.84
\$102,000 + \$2,000 = \$104,000	

### Optional Life Insurance

Optional life insurance is available at low cost for an employee and their dependents, but employees pay 100% of the cost of optional life insurance. Listed is an example of life insurance estimated cost.

Option A	You pay...
\$10,000	\$1.55
Option B	You pay...
\$102,000 x 1 = \$102,000	\$15.81
\$102,000 x 2 = \$204,000	\$31.62
\$102,000 x 3 = \$306,000	\$47.43
\$102,000 x 4 = \$408,000	\$63.24
\$102,000 x 5 = \$510,000	\$79.05
Option C	You pay...
Family	\$0.83

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### Flexible Spending Account

The University offers all benefit-eligible employees two pre-tax benefits: the Health Care Flexible Spending Account and the Dependent Care Flexible Spending Account.

### Long-Term Disability Insurance

In addition to the protection afforded to all employees under the Worker's Compensation Act of the District of Columbia, the University provides a disability plan for all full-time employees.

Percent of salary you will receive	60%
Maximum monthly benefit	\$3,000

Coverage under the disability benefits plan begins after the employee has completed one (1) year of service.

### Retirement Plan

The University provides a 403(b) plan sponsored by Teachers Insurance Annuity Association – College Retirement Equities Fund (TIAA-CREF). The University contributes 7% of an employee's annual salary. Employee contribution is optional.

### Remitted Tuition

The University will provide for full remitted tuition to full-time employees and their immediate families who wish to enroll in courses at the University, subject to University admission requirements.

