



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 72% 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 - \$66.25	Family - \$172.23	Self Only - \$87.62	Family - \$228.69
Kaiser Permanente HMO	Self Only - \$60.14 Family - \$156.37			
United Healthcare HMO or POS	HMO		POS	
	Self Only - \$54.49	Family - \$141.27	Self Only - \$56.19	Family - \$145.74

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

Flexible Spending Account

The University offers all benefit-eligible employees pre-tax benefits: the Health Care Flexible Spending Account, Dependent Care Flexible Spending Account, Commuter Benefits (Transit and Parking).

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.

