

UofL Employee Benefits

Five medical benefit plan options

Life Insurance

FSA/HRAs

Express Scripts home delivery

Know your RX

Employee wellness program with the option of earning \$40 off monthly premium

Telehealth option for employees

Tuition remission for employee and dependents (Available to eligible employees and their dependents)

Employees- Full-time employees are eligible to take up to two courses at UofL each semester tuition free. Part-time employees are eligible to take one course at UofL each semester tuition free.

Dependents- After an employee's one year of eligible service, dependent children can attend class full time and tuition free for their first undergraduate degree (up to 144 credit hours) through the end of the semester in which they turn 26. Fees will still apply.

Retirement savings plan options (403(b) or 457(b))

7.5% Employer Contribution- After one year of retirement eligible service, eligible employees may participate in the Employer 7.5% retirement contribution, which means the university will contribute 7.5% of an employee's annual base salary to their retirement. No personal contributions are required to participate.

2.5% Employer Match- In addition to the 7.5% contribution from the university, you may also select to participate in the Employer 2.5% Match option, which means a 2.5% contribution to your retirement on each paycheck would be matched by the university. Participating in this 2.5% match option is voluntary and would increase the university contribution to a total of 10%.

Employee contribution- full-time or part time faculty and staff can participate in the 403(b) plan.

Employee Roth contribution- UofL also offers a Roth 403(b) contribution within the 403(b) retirement plan. Roth contributions are made with after-tax dollars.

Computer purchase program

Employees can purchase eligible equipment (e.g., computer, tablet, etc.), up to \$1,500, through the University of Louisville Campus Bookstore using the Computer Purchase Program. Employees can pay for the equipment by payroll deductions for a 6 or 12-month period.

Paid time off

Depending on the employee's employment category, a variety of leave options are available. Paid time off options:

- *Vacation* (Classified full-time employees accrue 10 annual leave days during the first year of employment and one additional day per year thereafter -- to a maximum of 22 days. Professional/administrative full-time employees accrue 15 annual leave days during the first year of employment and one additional day per year thereafter -- to a maximum of 22 days).
- *Sick*
- *Winter break* (1 to 2 weeks)
- *Holiday leave* (Nine paid holidays per year)
- *Bereavement* (Three days)
- *Voting leave* (Up to four hours on Election Day)
- *Jury duty leave*
- *Family and medical leave*
- *Parental leave* (six weeks for each parent that works at the university)
- *Military leave*
- *Community service* (One full working day)

Long term and short-term disability

Employee Assistance Program (EAP)

Provides confidential counseling, assessment and referral services to university employees. The program offers services on a broad range of topics such as emotional/behavioral, family and marital, alcohol and/or drug, financial, legal, and other personal challenges.

Tutoring services for dependents

As a full-time or part-time faculty or staff member, you have access to private tutoring, with a 10% discount for your high school-aged, dependent children by Resources for Academic Achievement (REACH) tutors. Employee dependents who are enrolled as undergraduates at UofL already have access to free tutoring directly through REACH.

Employee discounts (Kroger, Planet Fitness, KinderCare)

HRtalks and policy review

UofL daycare

Some off-street parking (on all campuses)

Walking trails

Access to student rec center

Employee resource groups

Discounted athletic event packages

Grief counseling services

Employees, their dependents, and beneficiaries have 24/7 access to a work/life counselor during their time of need. They also have access to grief counseling sessions and funeral related concierge services

such as funeral planning needs assessment (e.g., funeral home options, cemetery options and funeral cost estimates) to help cope with a loss.

Employee Success Center & mentoring programs

Will preparation

Available to employees who have Supplemental Life Insurance, through a MetLife affiliate, at no cost. Enables employees to have a will prepared for themselves and their spouse/Qualifying Adult.

Estate planning

Available to employees who have Supplemental Life Insurance, through a MetLife affiliate, at no cost.

Remote work options

Some positions offer the ability to work remotely or are eligible for a “remote work agreement,”

