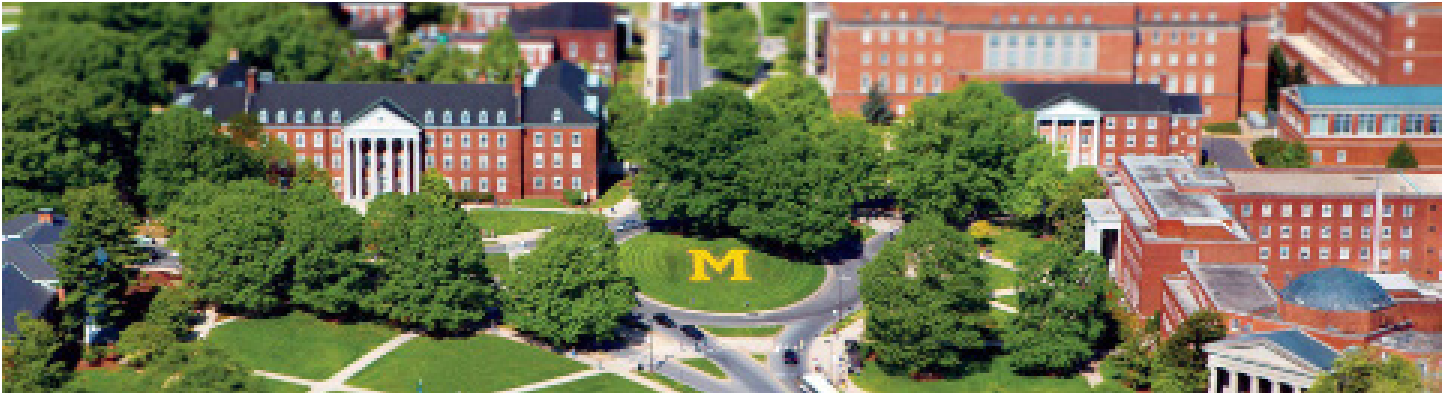




UNIVERSITY OF
MARYLAND

Benefits Overview For Contingent II Employees



THANK YOU FOR CONSIDERING UMD! The University of Maryland offers a generous benefits package with plenty of options. Benefit premiums depend upon the coverage selected and the number of family members covered. Here is a brief snapshot of what's available.

Note: Benefits begin on the 1st of the month following your hire date. For benefit plan details, please see the [State of Maryland Benefits Guide](#).

DEFINING A CONTINGENT II EMPLOYEE

A Contingent II employee can be exempt (salaried) or nonexempt (hourly) and is employed under contract for a term of up to 12 months. These contracts may be renewed on an annual basis. Contingent II employees work throughout the university in many departments, bringing them in contact with students, faculty, and staff in a wide variety of functions.

Compensation

As a Contingent II employee, you will receive a biweekly paycheck (subject to required withholdings) that includes a base salary, with a retirement stipend, and possibly a health insurance stipend (see Medical Benefits and Insurance).

BROAD AND FLEXIBLE COVERAGE THAT IS TAILORED TO YOU!— ANOTHER GOOD REASON WHY YOU BELONG AT UMD!

MEDICAL BENEFITS AND INSURANCE

Contingent II employees who work on average 30 or more hours per week (130 hours per month) are eligible for subsidized state of Maryland medical and prescription benefits. Contingent II employees who work on average less than 30 hours per week but at least 20 hours per week are eligible for a stipend to assist in the purchase of a health plan.

Contractual employees do not receive paycheck deductions for Health Benefits and instead pay the State of Maryland directly. Online payment options are available.

Please note: You must enroll in the benefits described above within the first 60 days of employment, during the annual open enrollment period, or within 60 days of experiencing a qualifying event.

TERM LIFE INSURANCE

Two plans are offered.

- State of Maryland MetLife
- USM Sponsored MetLife

LONG-TERM DISABILITY INSURANCE

Offered through USM Sponsored MetLife Plan.

LEAVE

- Varies by Contract

RETIREMENT—SUPPLEMENTAL

Employees may elect to participate in a supplemental retirement account (SRA) plan in which they decide on a dollar amount to contribute per pay on a pretax basis. Choices include 401(k), 403(b), 457(b), Roth 401(k), or Roth 457(b). The vendors are TIAA, Fidelity Investments, and Maryland Supplemental Retirement Plans with Nationwide as the administrator.

TUITION REMISSION

- Immediate eligibility for all Contingent II staff, including full-time or part-time (at least 50 percent) employees. For full time employees: 8 credits per regular semester, 4 credits during winter session, 8 credits during summer session. Must take classes at College Park or UMGC.
- Allowed credit hours are prorated according to FTE.
- Spouses and dependent children are eligible for tuition remission towards their 1st undergraduate degree after two years of full-time service.
- Please see the [Tuition Remission webpage](#) for details.

EQUAL EMPLOYMENT OPPORTUNITY

UMD is an Equal Opportunity Employer. For more information, please visit <https://uhr.umd.edu/affirmative-action>.

ANNUAL SAFETY AND SECURITY REPORT & ANNUAL FIRE SAFETY REPORT

The Annual Safety and Security Report and Annual Fire Safety Report are available to prospective employees and includes information about campus crime and security. Please visit <https://ejobs.umd.edu> to view the reports.

NOTE: This document presents highlights of benefits plans. Actual plan documents prevail in all situations involving questions or issues.