



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.

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!

LEAVE (PRORATED BASED ON FULL-TIME EQUIVALENCY)

Annual leave | Sick leave | Personal leave | Holidays

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.

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.

Note: Benefits begin on the 1st of the month following your hire date. e.g. Start date is January 1st, Coverage date is February 1st.

TERM LIFE INSURANCE

Offered through Unum or Securian.

LONG-TERM DISABILITY INSURANCE

Offered through Unum.

LEAVE

- Varies by Contract

RETIREMENT—MANDATORY PARTICIPATION

Maryland State Retirement and Pension System (MSRPS.)

- State contributes an actuarially determined amount.
- Employee contributes 7% of annual salary.

RETIREMENT—SUPPLEMENTAL

In addition to selecting a mandatory retirement plan, 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 employees: 8 credits per regular semester, 4 credits during winter session, 8 credits during summer session. Must take classes at College Park or UMUC
- Spouses and dependent children are eligible for full undergraduate tuition remission after two years of service.

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.