

# MOUNTAINEERS GO FIRST.

## Welcome to West Virginia University!

West Virginia University offers a comprehensive benefits package with a variety of offerings to fit your unique needs. For more detail regarding our benefits offerings visit <https://talentandculture.wvu.edu/benefits-and-compensation>.

*As a new hire, you will have the month of hire plus the two (2) following months to enroll in most coverages. Coverage is effective the first of the following month after enrollment. Plan year is July 1 to June 30.*

### Medical Benefits

**Health Insurance** – Medical and prescription insurance options available to elect coverage for employee only, employee and child(ren) and family. Premiums are based on annual salary and spousal coverage. Discounts may apply for tobacco status.

- ✓ **Public Employees Insurance Agency (PEIA)** – provides four (4) PPO plan options.
- ✓ **The Health Plan** – provides three (3) HMO plan options.

**Dental** – provides four (4) plan options with coverage for employee only, employee and child(ren), employee and spouse or employee and family.

**Vision** – provides two (2) plan options with coverage for employee only or employee and family.

**Hearing Plan** – provides two (2) plan options with coverage for employee only or employee and family.

### Financial Benefits

**401(a) Defined Contribution Retirement Plan** – all employees are required by state law to contribute 6% of their gross wages into this mandatory retirement plan. WVU matches your contribution at 6%.

**403(b) and 457(b) Supplemental Retirement Accounts (SRA)** – all employees have the option to supplement their retirement savings by enrolling in one or both plans. Both plans also offer pre-tax and post-tax (Roth) options. Contributions are limited to a maximum determined each year by the Internal Revenue Service (IRS). There is no employer matching contribution.

**Basic Life Insurance** – WVU pays the full cost of this benefit for benefits-eligible employees. The policy is for \$10,000 and requires beneficiary designation.

**Optional Life Insurance** – new employees are guaranteed coverage up to \$100,000 without evidence of insurability if you enroll within new hire period. Additional coverage options are available up to \$500,000. Premiums are determined by coverage amount, salary and tobacco status. The policy also requires beneficiary designation.

**Dependent Life Insurance** – is also offered for spouse and child(ren). Coverage options for spouse range from \$5,000 up to \$40,000 and child(ren) from \$2,000 up to \$15,000. Enrollment may require evidence of insurability. Premiums are determined by coverage amount and tobacco status.

**Flexible Spending Accounts (FSAs)** – a flexible spending account lets you save tax-free money to pay for eligible expenses, which lowers your taxable income.

- ✓ **Medical Flexible Spending Account (FSA)** – used to pay for eligible medical expenses that aren't covered by your medical insurance or other plans.
- ✓ **Dependent Care Flexible Spending Account (DFSA)** – a great way to pay for eligible dependent care expenses such as after-school care, babysitting fees, elder care services, nursery, and preschool.
- ✓ **Limited-Use Medical Flexible Account (LFSA)** – designed specifically for employees who are enrolled in a high-deductible health plan and wish to take advantage of a Health Savings Account (HSA).

**Health Savings Accounts (HSA)** – tax-free account that can be used to pay healthcare expenses. Unlike a Flexible Spending Account (FSA), the funds do not have to be spent in the plan year they are deposited. Applicable only for high-deductible health plan policyholders.

**Hospital Indemnity Plan** – provides employees and their enrolled dependents with benefits when they have experienced a hospitalization or other specific hospital related claim.

**Accident Insurance** – two (2) plans available that will help employees and their enrolled family members during life's unexpected moments. Policy benefits are paid to the employee and can help create peace of mind.

- ✦ **AIG** – provides coverage for employee, spouse and dependent children. Coverage amounts in multiples of \$10,000 up to \$350,000.
- ✦ **SunLife** – provides coverage for employee, spouse and dependent children. Benefits payable on a fixed payment schedule for covered benefits.

**Critical Illness Plan** – provides employees and their enrolled dependents with financial help during critical illness, such as heart attacks or strokes. Guaranteed issue amounts elected (up to \$50,000) without medical questions.

**Short-Term Disability (STD)** – income based on employee's pre-disability earnings from WVU. STD benefits become payable at the end of the 30-day benefit waiting period. The weekly benefit is 70% of the employee's pre- disability earnings, reduced by deductible income.

**Long-Term Disability (LTD)** – two (2) plans available.

- ✦ **The Standard (WVU group policy)** – provides for both income and annuity benefits based on the employee's base salary. Benefits become payable after six months of total disability.
- ✦ **MetLife** – provides for income-only benefits based on the employee's base salary. Benefits become payable after six months of total disability.

**Dependent Education Scholarship** – employees with out-of-state undergraduate dependent children under age 26 may be eligible for up to the difference in in-state and out-of- state university tuition for a maximum of four years. In-state undergraduate dependent children under age 26 may be eligible for up to \$1,650 per academic year (\$825 per semester) for a maximum of four years and with a maximum lifetime benefit of \$6,600.

**Student Loan Forgiveness Program** – designed to help employees working in higher education benefit from forgiveness programs like public student loan forgiveness (PSLF). The service helps eligible borrowers to understand their choices, lower their monthly payments, and enroll in a forgiveness program.

## **Work-Life Benefits**

**Holidays** – eligible employees are paid for up to 14 holidays per fiscal year.

**Paid Time Off** – eligible employees could accrue up to 24 days of annual leave and 18 days of sick leave per year.

**Legal Plan** – valuable legal protection for everyday life matters.

**Pet Insurance** – accepted by most vets, even specialist and emergency providers. An easy claims process that covers accidents, illnesses, and preventative care. WVU employees are offered discounted rates.

**Identity Protection** – minimize damages and better protect yourself from identity theft. Plan includes proactive identity and high-risk transaction monitoring. Credit monitoring, monthly credit score and an annual credit report are included. Also makes replacing a lost wallet quick and easy. Digital identity reports and solicitation reduction are also offered.

**WVU Perks** – an employee discount program for WVU benefits-eligible faculty and staff that offers local and national discounts and deals on several everyday items and services.

**Programs, Services and Discounts** – additional optional benefits include, but not limited to tuition assistance, faculty and staff dining plans, employee assistance program, and athletic events.

## **Questions?**

WVU Shared Services Center

Phone: 304-293-6006

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*Let's go.*<sup>™</sup>