

# Exceptional Benefits for Staff

The University of Kentucky is proud to offer a benefits package that helps us recruit and retain the very best faculty and staff. In addition to your take-home pay, your benefits package is a major component of your total compensation at UK.

These benefits include our 200% match on eligible retirement contributions; competitive health, dental and vision coverage; tuition benefits for classes at UK and much more.

You can contact us at [benefits@uky.edu](mailto:benefits@uky.edu) or 859-257-9519, option 3.

## Matching retirement savings plan

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Retirement savings are an important part of your total compensation package and help ensure a more financially secure future. Under our matching retirement plan, you contribute 5% of your base salary, and UK proudly contributes an amount equal to 10% of your salary, for a 200% match.

## Health insurance

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UK offers [three health insurance plan](#) options, including a Health Saver plan with a health savings account, all of which provide an excellent value. UK pays the bulk of the true cost of each plan – up to 94% in some cases. Choose the plan and coverage that is best for you and your family.

## Prescription benefits

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Express Scripts administers the [prescription benefit](#) for UK. If you are enrolled in a health insurance plan, you are automatically enrolled in the prescription benefit. The benefit provides 24-hour customer service, web-based drug information and an integrated mail service pharmacy. We also have dedicated pharmacists on staff to provide prescription co-pay counseling, helping you find the most cost-effective medications.

**Note:** If you are on a UK HMO plan, you must use a UK Retail Pharmacy.

## Dental insurance

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UK offers [dental plans](#) through two carriers: UK Dental Care and Delta Dental. Both plans offer a benefit toward basic preventive services for cleaning and two office visits per year. Additional benefits may be available based on the plan you choose.

## Vision insurance

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Vision insurance is available through EyeMed. It offers savings on eye exams, contact lenses, lens options and accessories, as well as vision-correction procedures. You can choose the [Essential or Enhanced plan](#).

## Paid leave

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Regular, full-time staff initially accrue 10 to 15 vacation days per year, and up to 20 days per year with additional years of service. Regular, full-time staff also accrue 13 paid holidays annually. Regular, full-time staff accrue 12 days of Temporary Disability Leave, or sick leave, per year. We also offer regular staff working at least half-time four weeks of paid leave for the birth or adoption of a child, and two weeks of paid leave to care for a parent who is ill.

## Flexible spending accounts

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This benefit is administered by [TASC](#) and allows you to pay for eligible health and child/dependent care expenses with tax-free dollars through a flexible spending account. For the health care FSA, you will receive a flexible spending debit card in the mail to use for eligible purchases.

## Life and accidental death and dismemberment insurance

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Basic life insurance and accidental death and dismemberment coverage in the amount of one year's salary is available at no cost. You may purchase additional term life insurance in an amount up to five times your annual salary. You may also purchase additional AD&D insurance.



# Exceptional Benefits for Staff (cont.)

## Legal services benefit

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MetLaw is a [legal services benefit](#) from MetLife. This plan allows you to enroll and gain access to more than 14,000 experienced attorneys nationwide, including more than 200 in Kentucky. These experts can provide advice and representation on wills, estate planning, contracts, family, financial matters and much more.

## Additional insurance benefits

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Additional benefits are available to purchase with automatic payroll deductions. Long-term care, universal life insurance, short-term disability, cancer insurance, and home and auto insurance are administered by The MPM Group, LLC.

## Employer-assisted housing

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Eligible full-time staff may apply for “forgivable loans” of up to \$15,000 for down payment, closing costs and other assistance with housing purchases in designated neighborhoods. **Note:** there are a limited supply of loans per year. Learn more [here](#).

## Employee discounts

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Employees receive [discounts and other incentives](#) with a wide array of businesses. Discounts are also available on tickets to some UK athletic events.

## Education programs

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Eligible staff may receive a tuition waiver for up to 18 credit hours per academic year taken at UK through the [Employee Education Program](#). If you have at least one year of continuous, regular, full-time service and are not using the Employee Education Program, you may apply a tuition discount (10 to 50%) for your child or spouse/sponsored dependent through the [Family Education Program](#).

## Professional development

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Improve your skills or learn new ones through technology training, professional development and supervisory training.

## Financial well-being

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CAPTRUST financial advisors can help set you on the right path. You can also explore financial wellness education from Enrich, student loan forgiveness with Savi or debt coaching from GreenPath. Learn more [here](#).

## Physical activity

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With three different MoveWell fitness memberships, you can utilize several on-campus fitness centers and participate in a range of classes like yoga, water aerobics, strength training and more. You can take your classes live online, live in-person or from our on-demand library. Personal training is available to help you with an individualized plan. Learn more [here](#).

## Nutrition

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Our in-house, registered dietitian can guide you no matter your personal nutrition needs. Free monthly seminars help you discover nutrition basics, achieve a more relaxed and enjoyable relationship with food and discover recipes that make nutritious cooking despite a busy schedule less of an obstacle. Learn more [here](#).

## Personal resilience

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Receive one-on-one coaching to help you [build a foundation](#) for being your best. Tobacco cessation is also available, with free nicotine replacement.

## WondrHealth

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This [10-week online program](#) focuses on losing weight by changing how you eat, instead of what you eat. Employees, spouses, pre-65 retirees and their spouses enrolled in University of Kentucky health insurance are eligible to apply.

## Mental health counseling

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Receive individual counseling sessions with a licensed and certified therapist. Spouses, children and sponsored dependents are also eligible.

## Elder care

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Get [resources and support](#) for caring for an aging loved one, no matter where they live nationwide.

## Child care

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In addition to helping find local child care vendors, our [Big Blue Family Care program](#) makes it simple for UK families to connect with UK students for occasional, part-time child care needs.

## New parents

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Our [Little Cats Guide](#) provides information on preparing for your time away from work.