



## ACADEMIC FACULTY

### BENEFITS OVERVIEW\*

<b>Medical</b>	4 plan designs provided by Anthem BlueCross BlueShield	
<b>Dental</b>	1 plan design provided by Anthem BlueCross BlueShield	
<b>Vision</b>	Voluntary provided by Anthem	
<b>Disability Insurance</b>	<ul style="list-style-type: none"> <li>• Long Term Disability insurance (Employer paid)</li> <li>• Short Term Disability and Disability Retirement through PERA (for PERA vested employees)</li> </ul>	
<b>Flexible Spending Accounts</b>	<ul style="list-style-type: none"> <li>• Medical and Dependent Care</li> <li>• Voluntary, tax free, funded via employee contributions</li> </ul>	
<b>Retirement</b>	<ul style="list-style-type: none"> <li>• Mines Defined Contribution Plan. Both employee and employer contribute to the plan.</li> <li>• Faculty members with at least one year of Colorado PERA Service credit may elect to remain in the Colorado PERA Defined Benefit plan.</li> </ul>	
<b>Voluntary Retirement Plans</b>	<ul style="list-style-type: none"> <li>• Mines 403(b) and Roth 403(b) plan</li> <li>• State of Colorado 457 Deferred Compensation Plan</li> <li>• PERA 401(k) and Roth 401(k)</li> </ul>	
<b>Life Insurance</b>	<ul style="list-style-type: none"> <li>• Basic Life Insurance – 2x annual salary (Employer paid)</li> <li>• Optional Life Insurance up to \$500,000</li> </ul>	
<b>Other Insurance</b>	<u>Employer Funded:</u> <ul style="list-style-type: none"> <li>• Travel Accident Insurance</li> <li>• Workers’ Compensation Insurance</li> <li>• Liability Insurance</li> <li>• Unemployment Insurance</li> </ul>	<u>Employee Funded:</u> <ul style="list-style-type: none"> <li>• Accidental Death &amp; Dismemberment</li> <li>• Critical Illness</li> <li>• Accident</li> </ul>
<b>Holidays</b>	12 observed holidays during the calendar year	
<b>Leave</b>	Sick / Jury / Parental / Sabbatical / Family Medical Medical Disability / Military / Funeral / Injury	
<b>Other Benefits</b>	<ul style="list-style-type: none"> <li>• Dependent tuition discount</li> <li>• Employee tuition benefit</li> <li>• Low-cost child and elder back-up care</li> <li>• State of Colorado employee discount program</li> <li>• Employee assistance program</li> <li>• Medicare</li> </ul>	

\* All benefits are subject to eligibility, content of plan documents or insurance contracts, and are subject to change.