



ADMINISTRATIVE / RESEARCH / ATHLETICS / LIBRARY FACULTY

BENEFITS OVERVIEW*

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

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