



ACADEMIC FACULTY BENEFITS OVERVIEW*

Medical	5 plan designs provided by Anthem BlueCross BlueShield	
Dental	1 plan provided by Anthem BlueCross BlueShield	
Vision	1 plan provided by Anthem Blue Cross Blue Shield	
Disability Insurance	<ul style="list-style-type: none"> • Long Term Disability insurance (Employer paid) • Paid Medical Disability leave 	
Flexible Spending Accounts	<ul style="list-style-type: none"> • Medical Flexible Spending Account, Dependent Care and Health Savings Account (HSA) • 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 • TeleDentists • Employee Assistance Program 	<u>Employee Funded:</u> <ul style="list-style-type: none"> • Voluntary Life & AD&D Insurance • Critical Illness • Accident • Hospital Indemnity
Holidays	12 observed holidays during the calendar year	
Leave	Sick / Jury / Parental / Sabbatical / 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 • Work and Life Discount 	

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