

Benefits at a Glance Matrix

Benefit	Who Pays	When Eligible**	What to Know
Medical Plans	UA & Employee	1 st day of month following hire date	Administered by Blue Cross Blue Shield
Pharmacy Benefits	UA & Employee	1 st day of month following hire date	Administered by Prime Therapeutics
Dental Plan	Employee	1 st day of month following hire date	Administered by Blue Cross Blue Shield
Vision Plan	Employee	1 st day of month following hire date	Administered by UnitedHealthcare
Flexible Spending Accounts	Employee	Immediately	Tax savings on medical and dependent care
Health Savings Accounts	Employee	1 st day of month following hire date	Tax savings on HDHP expenses Enrollment in HDHP required
University Paid LTD Insurance	UA	Immediately	Payments after 90 days of disability
University Paid Group Term Life Insurance	UA	Immediately	Coverage varies with salary
University Paid AD&D Insurance	UA	Immediately	\$22,500 coverage
Voluntary Group Term Life Insurance	Employee	Immediately	Additional group term life insurance
Voluntary AD&D Insurance	Employee	Immediately	Additional AD&D insurance
Voluntary Short-Term Disability	Employee	Immediately	Payments up to 90 days of disability, after 14- or 29-day waiting period
Identity Theft Protection	Employee	Immediately	Administered by NortonLifeLock
Teachers' Retirement System 401(a) Plan	UA & Employee	Immediately	Mandatory employee contribution *
University of Alabama System 403(b) Plan	UA &/or Employee	Immediately	Tax exempt savings plan
University of Alabama System 457(b) Plan	Employee	Immediately	Deferral of income & taxes to later date
Educational Benefit Program	UA	Immediately for employee & 6 months for dependent	Employee & dependent tuition benefits
WellBama	UA	Immediately	UA Office of Health Promotion & Wellness
Employee Assistance Program	UA	Immediately	Confidential counseling & referral services
Annual Leave (vacation)	UA	Immediately	Generous paid vacation
Sick Leave	UA	Immediately	Equates to 1 day earned per mo. (PT leave prorated)
Holiday & Administrative Leave	UA	Immediately	Generous leave benefits

* TRS is not mandatory for Temporary Full-Time & Temporary Part-Time Faculty in year 1 but are eligible if FTE > .50. TRS is mandatory beginning 13th month.

** Most benefits require active enrollment by employee – some require enrollment within 30 days of start date or eligibility date.