

# Employee Benefits

REGULAR STATUS **EXEMPT** STAFF EMPLOYEES

The information contained in this summary pertains to Regular Status Exempt Staff employee positions, .5 FTE and above, and does not constitute an express or implied contract.


Benefits described are subject to change.



UNIVERSITY SYSTEM  
OF MARYLAND  
**OFFICE**

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**Paid Leave**

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**Retirement Programs**

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**Training & Development**

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**Health Benefits**

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**Life Insurance**

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**Tuition Remission**

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**State Employee Credit Union (SECU)**

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**Employee Assistance Program (EAP)**

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**Free Baltimore Mass Transit Ridership (MTA)**

# Paid Leave

ANNUAL LEAVE *	22 workdays per year; 25 beginning in the 21st year - Max carryover is 50 days at the end of a calendar year
HOLIDAYS	15/16 workdays per year
PERSONAL LEAVE	3 workdays per calendar year (“use or lose”)
SICK & SAFE LEAVE *	15 workdays per year
PAID PARENTAL LEAVE	12 weeks in accordance with USM BOR policy <a href="#">VII-7.49</a>

\* Leave accrued in bi-weekly increments, based on FTE.



# Retirement Programs

STATE RETIREMENT AND PENSION SYSTEM (SRPS)  
OR OPTIONAL RETIREMENT PROGRAM (ORP)

Exempt employees are required to enroll either in the Pension Plan benefit through the [Maryland State Retirement and Pension System](#) or the ORP through [Fidelity](#) or [TIAA](#). The [Pension Plan](#) is a defined benefit pension plan that currently requires participants to contribute 7% of their salary to the plan; the pension plan has a 10-year vesting requirement. The [ORP](#) is a defined contribution plan that requires no contribution from participants. The employer contributes a percentage of the employee's salary, in accordance with Maryland law. The ORP has no vesting requirement and is portable. See [Choosing a Retirement Program](#) for a comparison of the Pension Plan and the ORP.

## SUPPLEMENTAL RETIREMENT PLANS

403(b), 403(b) ROTH, 457(b), 457(b) ROTH, 401(k), and 401(k) ROTH retirement options are available through voluntary employee contributions up to Internal Revenue Code limitations. Current vendors are [Fidelity](#), [TIAA](#), and [MSRP-Nationwide](#).







# Training & Development

## PROFESSIONAL DEVELOPMENT CONFERENCES

The USM's Training & Development Committee provides annual virtual professional development and wellness-focused conferences available at no cost to USM employees.

## LINKEDIN LEARNING

USMO employees have unlimited access to [LinkedIn Learning](#), an online library of over 16,000 instructional videos and courses taught by industry experts in the fields of business, technology, and creativity.

# Health Benefits

OPTIONS INCLUDE:

Medical (includes vision) *	Prescription	Dental
Health Care Flexible Spending Account	Dependent Care Flexible Spending Account	Wellness

\* For details on the providers, services covered and costs, see the current year's Benefits Guide on [DBM's Health Benefits Page](#).



# Life Insurance

## USM-SPONSORED METLIFE LIFE & LONG-TERM DISABILITY (LTD) BENEFITS

The USM offers optional term life insurance for employees, their spouses and their dependent children. LTD benefits are available for employees. All benefits are administered by [MetLife](#).

## STATE-SPONSORED METLIFE LIFE & ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) BENEFITS

The State of Maryland offers optional term life insurance for employees, their spouses and their dependent children. AD&D benefits are available for employees. All benefits are administered by [MetLife](#).





# Tuition Remission

Tuition remission is available for USMO employees, their spouses, and dependent children in accordance with USM BOR policies [VII-4.10](#) and [VII-4.20](#).



# State Employee Credit Union (SECU)

SECU is Maryland's largest credit union with 22 branches throughout Maryland and 50,000+ free ATMs nationwide. Members have full access to their accounts through mobile and online banking.



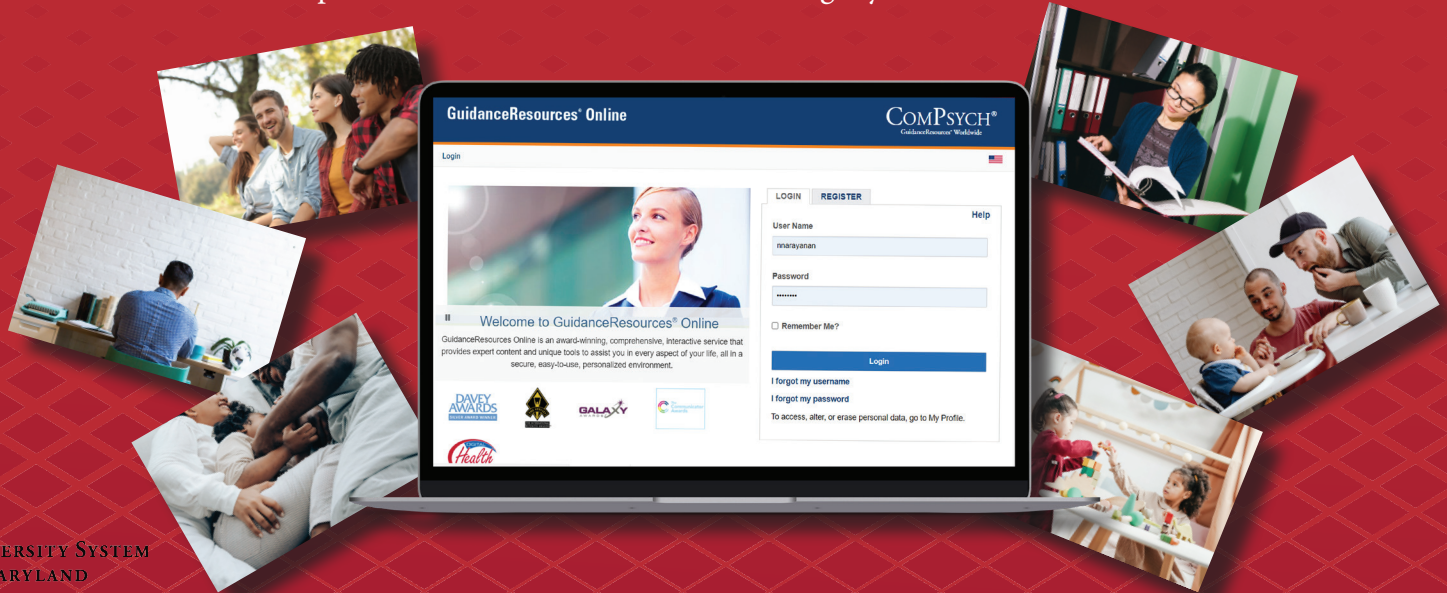


# Employee Assistance Program (EAP)

The EAP, available through [GuidanceResources](#), is a free, confidential program that includes online resources and consultation services to help employees balance work, family, and personal life.

## ABOUT COMPSYCH® GUIDANCERESOURCES®

Your ComPsych® GuidanceResources® benefit provides you and your dependents 24/7 support, resources, and information to help you with all of life's challenges. From no-cost, confidential counseling and legal support, to financial information and personalized work-life resources, we've got you covered.



# Free Baltimore Mass Transit Ridership (MTA)

USM employees can ride the light rail transit system, metro subway, local bus service, commuter bus service in the Baltimore region, and any other system and service specified by the MTA for free.

