



## Benefits Administration

### UNIVERSITY OF THE VIRGIN ISLANDS BENEFIT FACT SHEET- TEACHING FACULTY POSITIONS

#### RELOCATION & MOVING EXPENSES

Reimbursement-Employee and Immediate Family (Economy Class Airfare)  
Relocation and moving expenses specified on employment contract

#### HOUSING

On-Campus Housing (Units for rent based on availability)

#### INSURANCE PROGRAMS

Group Health, Dental and Prescription Drugs and Employee Assistance Program (EAP) – Compulsory  
Group Life, Accidental Death, and Dismemberment/Non-Contributory - \$10,000  
Contributory – Plan A @ 1x, 2x's, 3x's, 4x's base annual salary  
Plan B @ \$10,000, 15,000, \$25,000, \$50,000, \$75,000, \$100,000, \$150,000

- Death Benefits (3/5 of base salary paid to next of kin)
- Income Disability (Eligible after one year of continuous employment)
- Medical Air Services Association – MASA (Optional)
- American Family Life Assurance Company of Columbus-AFLAC (Optional)
- Worker's Compensation

#### RETIREMENT- DEFINED CONTRIBUTION OR DEFINED BENEFIT PLANS-COMPULSORY

Employee percentage=8%, Employer Percentage=14.5% for **TIAA-CREF** Annuity Plan

\*\*\*Employee percentage=\*10.5%, Employer Percentage=20.5% for (**GERS**) Government Employees Retirement System.  
(\* Participants that have uninterrupted service credit of more than five years with GERS prior to October 1, 2005, employee contribution is 0.5% less than the Tier II rate. The contribution rate for employees will increase 1% each year through 2017 for all active participants enrolled in GERS.

Supplemental Retirement Annuity (SRA) and 457B Supplemental Retirement Annuity (457b), Optional

\*\*\* (Employees who fail to enroll in the TIAA-CREF retirement plan within thirty (30) days from the date of employment will automatically be enrolled in the **GERS Retirement Program**)

#### EDUCATION

Free tuition For Faculty, Spouse, and Eligible Dependents  
Tuition Exchange Program for Eligible Dependent Children  
Auditing Privileges  
Library Privileges

#### HEALTH SERVICES

On-Campus Medical Examinations (\$40.00 per visit)

#### SAVINGS PLAN

Federal Credit Union

#### LEAVE

Sick Leave - 12 days per year

#### PRE-TAX BENEFITS

Premium Only Plan  
Medical and Dependent Reimbursement Plan (Flexible Spending Account)

#### OTHERS

Direct Deposit of payroll checks  
Notary Public

Revised 02/10/2016



# University of the Virgin Islands

*Historically American. Uniquely Caribbean. Globally Interactive.*

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