



Benefits at a Glance

Since 1855, the University of San Francisco has dedicated itself to offering a daring and dynamic liberal arts education in the Jesuit, Catholic tradition. We empower and hold accountable our university community to be persons for and with others. Our core values at USF include the belief in *Cura Personalis* — care of the whole person and the respect for every individual's intellectual, physical, and spiritual health and autonomy. In alignment with our vision, mission, and values, we offer a competitive and comprehensive benefits package for eligible faculty, staff, and their families through our 25+ benefits and wellness programs.

WHO'S ELIGIBLE FOR BENEFITS?

All active full-time employees who work 30 hours or more per week are eligible for benefits. You can also enroll your spouse or registered domestic partner and eligible dependents up to age 26. A majority of our positions offer a 37.5 hour work week. For full details regarding benefits and eligibility, please review the benefits guide at: <https://myusf.usfca.edu/human-resources/benefits>.

BENEFITS THAT MAKE USF A GREAT PLACE TO WORK

Your Healthcare Options

(EMPLOYEE AND EMPLOYER COST SHARE)

Eligible USF employees and their dependents can select from several comprehensive health plans designed for flexibility and choice.

- Anthem Preferred Provider Organization (PPO) health plan
- Kaiser Health Maintenance Organization (HMO) health plan
- Delta Dental
- VSP Vision

Reduce Your Taxes

Employees can save money on taxes by setting aside pre-tax dollars to pay for eligible expenses throughout the year.

- Pre-tax Commuter benefits
- Health Care and Dependent Care Flexible Spending Accounts (FSAs)
- Commuter Benefit Subsidy for commuting needs

Save for Your Future

Our plans help you save for retirement and future health-related expenses.

- Employer contribution of 10% of eligible salary to 401(a) retirement plan with TIAA
- Employer contribution to Emeriti Retirement Health Account (helps pay for healthcare expenses at retirement) beginning at age 40; subject to specific employee groups
- Employee contribution auto enrollment in 403(b) retirement plan with Roth option

Protect What Matters

As a USF employee, you're always covered with basic life, AD&D, and access to long term disability coverage.

USF provides:

- Basic Life/AD&D Insurance 1x annual salary
- Long Term Disability Insurance 60% of monthly earnings up to maximum of \$20,000

You can also purchase the following benefits:

- Voluntary Term Life and AD&D insurance
- Voluntary Dependent Term Life for your dependents
- Long Term Care Insurance through Genworth

Focus on Education

Learning is integral to our lives and work, and we want to support you with your educational needs.

- Tuition waiver for undergraduate and graduate programs for employees and spouse/registered domestic partner (after 1 year of service) and eligible dependent children (upon hire) to attend USF
- FACHEX/Tuition Exchange programs: non-guaranteed tuition award for eligible dependent children to attend other universities/colleges

Time Off

We all need time off to relax, recharge, and take care of personal matters, which is why USF offers generous time off policies.

- **Vacation** – Accrue hours each pay period based on years of service up to an allowable maximum
- **Sick** – Accrue hours each pay period up to an allowable maximum
- **Service and Mission** – Eligible employees receive 7.5 hours per year to do community engagement or mission-related activities
- **Holidays** – 13 paid University holidays
- **Paid Winter Closure** – 3 weekdays between Christmas Day and New Year's Eve

Wellness Benefits

USF offers the following meaningful wellness benefits and perks to support you and your family.

- **Employee Assistance Program** – for employees and their spouse/domestic partner and dependent children
- **Go USF** – access to the award-winning holistic wellness program, which includes webinars, monthly challenges, and ergonomic education/assessments
- **Koret Health and Recreation Center** – access to the facility, or if applicable, gym subsidies for additional campuses
- **Wellness event reimbursement** – Receive up to \$100 for participating in one wellness event per calendar year
- **Weight Watchers subsidy** – 50% of monthly membership fees paid by USF

Other Perks

- **Adoption Fee Reimbursement** – USF covers up to \$4,000 for adoption fees, per family, per adopted child
- **Credit Union membership**
- **Childcare Subsidy** up to \$5,000 annually (amount based on salary ranges)
- **Financial Advisor Reimbursement** up to \$200 per calendar year (taxable); this includes tax planning, asset allocation, risk management, retirement planning, and/or estate planning

DISCLAIMER: This guide highlights your benefits. Official plan and insurance documents govern your rights and benefits under each plan. For more details about your benefits, including covered expenses, exclusions, and limitations, please refer to the individual SPD, plan document, or certificate of coverage for each plan or relevant collective bargaining agreement. If any discrepancy exists between this document and the official documents, the official documents will prevail.