

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*, or care of the whole person, and *Cura Apostolica*, or care for the institution. In alignment with our vision, mission, and values, we offer a competitive and comprehensive benefits package for eligible faculty, librarians, 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, as well as dependent children 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: myusf.usfca.edu/human-resources/benefits. If you reside outside of California, your eligibility for certain benefits may be affected.

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 Blue Cross 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—eligible employees can also receive a Commuter Subsidy
- Healthcare and Dependent Care Flexible Spending Accounts (FSAs)

Save for Your Future

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

- USF contribution of 10% of eligible salary to the 401(a) retirement plan with TIAA
- Employee contribution of 3% auto enrollment to the 403(b) retirement plan with TIAA that includes the Roth option
- USF contribution to the USF Retirement Healthcare Savings Plan with TIAA (helps pay for healthcare expenses at retirement) beginning at age 40; subject to specific employee groups

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
- Dependent Term Life for your eligible dependents – spouse/RDP up to age 70 and unmarried children up to age 26

You can also purchase the following benefits:

- Voluntary Term Life and AD&D insurance

Focus on Education

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

- USF tuition waiver for undergraduate and graduate programs for employees and spouse/RDP (after waiting period) and eligible dependent children (upon hire) to attend USF
- FACHEX/Tuition Exchange programs: scholarship opportunity (not guaranteed) 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
- **Community Service and Mission Engagement** – Eligible employees receive 1 day per year for community service or mission engagement 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 (EAP)** – for employees and their spouse/RDP and eligible dependent children
- **GoUSF** – access to the award-winning holistic wellness program, which includes webinars, monthly wellness topic resources, and ergonomic education/assessments
- **Koret Health and Recreation Center**
- **Wellness event reimbursement** – receive up to \$100 for participating in one wellness event per calendar year

Other Perks

- **Adoption Fee Reimbursement** – USF covers up to \$5,000 for adoption fees, per family, per adopted child
- **Credit Union membership**
- **Childcare Subsidy** – up to \$5,000 annually
- **Financial Advisor Reimbursement** – up to \$200 per calendar year (taxable); this includes tax planning and retirement/estate planning
- **Savi** – with Savi's online tools, you may be able to lower your monthly student loan payments and work toward loan forgiveness
- **Pet Insurance** – optional, offered through Wishbone