

Full-Time Temporary Staff Benefit Summary

Full-Time, Temporary Staff Benefit Summary – Full-Time, Temporary Staff employees are entitled to health and dental coverage with an employment term more than sixty days in duration. In addition, employees in this classification are required to participate in the Teachers' Retirement System after one year of employment. For more details regarding each benefit listed below, please visit the HR website at <https://www.una.edu/humanresources/benefits> or click on the links below.

Health Insurance

UNA has a fully-insured group health insurance program with [Blue Cross/Blue Shield of Alabama](#), which includes medical, prescription drug, vision, psychiatric, and substance abuse benefits for full-time university employees, and their eligible dependents. The University covers the full individual premium for eligible employees.

Blue Cross Blue Shield of Alabama Health/Vision/RX – Monthly Premiums

<u>Tier</u>	<u>Employee Cost</u>	<u>UNA Cost</u>	<u>Total Premium</u>
Employee	\$0.00	\$557.95	\$557.95
+Child(ren)	\$362.65	\$557.95	\$920.60
+Spouse	\$557.94	\$557.95	\$1,115.89
+Spouse & Child(ren)	\$641.08	\$557.95	\$1,199.03

Dental Insurance

UNA also provides dental coverage through [Blue Cross/Blue Shield of Alabama](#). The University covers the full individual premium for eligible employees.

Blue Cross Blue Shield of Alabama Dental – Monthly Premiums

<u>Tier</u>	<u>Employee Cost</u>	<u>UNA Cost</u>	<u>Total Premium</u>
Employee	\$0.00	\$27.54	\$27.54
Family	\$36.34	\$27.54	\$63.88

Retirement Plans

The [Teachers' Retirement System of Alabama \(TRS\)](#) is a defined benefit plan in which participation is mandatory for eligible employees. Full-time, temporary staff employees are required to participate after one year of employment. Eligible employees are categorized by the TRS as Tier I or Tier II members.

Rates below are effective as of October 1, 2023

- Tier I – Employee contribution rate is 7.5% for regular employees and 8.5% for law enforcement employees.
- Tier II – Employee contribution rate is 6.2% for regular employees and 7.0% for law enforcement employees.

Paid Time Off

[Annual Leave](#) – Full-time, temporary employees are not eligible for annual leave.

[Sick Leave](#) – Full-time, temporary employees are not eligible for sick leave.

[Paid Holidays](#) – Full-time, temporary employees are eligible for paid holidays.

Miscellaneous Benefits

- [University ID Card \(Mane Card\)](#)
- [Athletic Ticket Discounts](#)
- [University Bookstore Discount](#)
- [Free Parking](#)

- [Credit Union Membership](#)
- [Kilby Laboratory School](#)
- [Employee Wellness Center](#)
- [Employee Wellness Program](#)
- [Faculty/Staff Meal Plan](#)
- [Travel Assistance](#)
- [Identity Theft Assistance](#)
- [Mental & Emotional Health Benefits](#)