

**ACADEMIC FACULTY**  
**Available Benefits Summary<sup>1</sup> / Overview**

**Medical Insurance** – four plan designs; all premiums paid by Mines

**Dental Insurance** – two plan designs; all premiums paid by Mines

**Vision Insurance** – voluntary; if selected, premiums paid by faculty member

**Disability Insurance**

1. Long Term Disability insurance – premium paid by Mines
2. Accidental Death and Dismemberment Insurance – premium paid by Mines
3. Short Term Disability and Disability Retirement through PERA for PERA vested employees

**Medical and Dependent Care Flexible Spending Accounts** – voluntary, tax free, through employee contributions

**Life Insurance**

1. Basic Life Insurance – 2x annual salary, premium paid by Mines
2. Optional Life Insurance up to \$300,000 – if purchased, premium paid by faculty member

**Other Insurance** – paid by Mines

1. Travel Accident Insurance
2. Workers' Compensation Insurance
3. Liability Insurance
4. Unemployment Insurance

**Other Benefits**

1. Medical and Dependent Care Flexible Spending Accounts
2. Limited enrollment in School of Mines courses with tuition waived
3. Reduced tuition benefit for children of employees attending Mines
4. State of Colorado Employee Discount Program
5. Medicare

**Retirement** – Mines Defined Contribution Plan. Both employee and Mines contribute to the plan. 36-month cliff vesting. Faculty members with at least one year of Colorado PERA Service credit may elect to remain in the Colorado PERA Defined Benefit plan

**Voluntary Retirement Plans**

1. PERA 401(k) and PERA Roth401(k)
2. State of Colorado 457 Deferred Compensation Plan and Roth 457 Plan
3. 403(b) and Roth 403(b)

**Holidays** – Ten (10) observed during the academic year

**Leaves**

- |                             |                         |
|-----------------------------|-------------------------|
| 1. Sick Leave               | 6. Military Leave       |
| 2. Jury/Court Leave         | 7. Family Medical Leave |
| 3. Medical Disability Leave | 8. Funeral Leave        |
| 4. Parental Leave           | 9. Sabbatical Leave     |
| 5. Injury Leave             |                         |

<sup>1</sup> All benefits and premiums are subject to eligibility, content of plan documents or insurance contracts, and are subject to change.