

UNIVERSITY OF MARYLAND MEDICAL SYSTEM – PROSPECTIVE TEAM MEMBER OVERVIEW

As one of the largest healthcare employers in the state, at the University of Maryland Medical System (UMMS) we put people first — and that includes our team members. In addition to competitive compensation, we believe that your wellbeing, advancement and work-life balance are important. In support of that, we offer comprehensive benefits and a variety of flexible work schedule options, UMMS will be a rewarding part of your life.

Medical Plans – three to choose from with access to a large network of doctors and hospitals, includes Rx drug coverage

Dental Benefits – two plans to choose from through Delta Dental

Vision Benefits – through EyeMed

Life Insurance – provided at no cost to team members with a status equal to or greater than .5 FTE

Short-term and long-term disability – provided at no cost to team members with a status equal to or greater than .5 FTE

Flexible Spending Accounts (FSA) – healthcare FSA, dependent day care FSA, and limited purpose FSA

Health Savings Account (HSA) – is available if you enroll in the high deductible plan

Voluntary Benefits – hospital indemnity, critical illness, accident, legal and ID theft

Paid time off (PTO)

Part-time team members (.5 FTE and above) receive a prorated amount of all paid time off. Supplemental/ PRN staff are not eligible to accrue PTO

Length of Employment	Non –Exempt	Exempt
Before 5 yr. Anniversary	22 days/264 hours	27 days/324 hours
5 yr. Anniversary	27 days/324 hours	32 days/384 hours
10 yr. Anniversary	32 days/384 hours	32 days/384 hours
20 yrs. Anniversary	37 days/444 hours	37 days/444 hours

Holidays are included in PTO – UMMS observes 7 holiday per year and are included in PTO

Retirement – employer-matching contributions, see local HR policy for details

Tuition reimbursement – reimbursement for undergraduate and graduate classes – see local HR policy for details

Continuing education - reimbursement of expenses related to your job such as professional membership - see local HR policy for details

Wellbeing programs – options to support healthy lifestyle and wellness

Employee Assistance and Work-Life Programs - support during life’s major moments by utilizing the EAP program.

Discounts – discounts on hotels, restaurants, vacation rentals, theme park tickets and more

This benefits summary is intended to provide prospective team members an overview of the many benefits offered by UMMS. More extensive information is provided to new team members upon hire and benefits are subject to change. Most benefits summarized here are available to full- and part-time team members regularly scheduled to work at least 20 hours per week.

MEDICAL - BI-WEEKLY PAYROLL DEDUCTIONS

JULY 1ST, 2024 – JUNE 30TH, 2025

BRONZE PLAN BI-WEEKLY PAYROLL DEDUCTIONS

ANNUAL SALARY	\$0-\$49,999	\$50,000 - \$149,999	\$150,000+	PART TIME TEAM MEMBERS
				FTE .5 - .899
	FTE .9 - 1.0			
Single	\$30.83	\$34.34	\$39.59	\$47.04
Team Member/Child(ren)	\$61.66	\$66.04	\$79.19	\$265.52
Team Member + Spouse	\$77.08	\$85.86	\$98.98	\$298.71
Family	\$92.50	\$103.03	\$118.78	\$414.88

SILVER PLAN BI-WEEKLY PAYROLL DEDUCTIONS

ANNUAL SALARY	\$0-\$49,999	\$50,000 - \$149,999	\$150,000+	PART TIME TEAM MEMBERS
				FTE .5 - .899
	FTE .9 - 1.0			
Single	\$51.61	\$57.48	\$66.27	\$161.21
Team Member/Child(ren)	\$103.21	\$110.54	\$132.54	\$322.42
Team Member + Spouse	\$129.01	\$143.70	\$165.67	\$362.73
Family	\$154.82	\$172.44	\$198.81	\$503.78

GOLD PLAN BI-WEEKLY PAYROLL DEDUCTIONS

ANNUAL SALARY	\$0-\$49,999	\$50,000 - \$149,999	\$150,000+	PART TIME TEAM MEMBERS
				FTE .5 - .899
	FTE .9 - 1.0			
Single	\$84.95	\$91.87	\$105.91	\$189.66
Team Member/Child(ren)	\$164.95	\$176.67	\$211.82	\$379.32
Employee + Spouse	\$206.19	\$229.66	\$264.78	\$426.73
Family	\$247.43	\$275.60	\$317.73	\$592.67

NOTE: Team members whose employment status is below .5 FTE (Supplemental/PRN) are only eligible for individual coverage under the Bronze Plan/HSA.

*If you are a tobacco user at Midtown, your per paycheck contribution will be \$10 higher than what is listed.

If you are unable to stop smoking because you are addicted to nicotine, please visit www.smokingstopshere.com when enrolling in benefits for information regarding alternative ways to avoid the tobacco surcharge.

Salary tier changes with impact to premiums occur annually on July 1st.

VISION & DENTAL BI-WEEKLY PAYROLL DEDUCTIONS

JULY 1ST, 2023 – JUNE 30TH, 2024

ANNUAL SALARY	FULL TIME - STANDARD DENTAL	FULL TIME - ENHANCED DENTAL	PART TIME - STANDARD DENTAL	PART TIME - ENHANCED DENTAL	VISION - ALL TEAM MEMBERS
	FTE .9 - 1.0		FTE .5 - .899		
Single	\$8.33	\$13.89	\$14.11	\$23.54	\$2.99
Team Member/Child(ren)	\$16.64	\$27.81	\$22.50	\$37.58	\$6.42
Team Member + Spouse	\$18.71	\$31.27	\$25.29	\$42.26	\$5.96
Family	\$25.96	\$43.39	\$35.08	\$58.63	\$10.00