



TIGERS ARE  
**CURIOUS**

## TU BENEFITS REGULAR NON-EXEMPT STAFF

As a regular non-exempt employee, you can enjoy a competitive salary, comprehensive healthcare and retirement benefits in an environment that promotes a work-life balance and opportunities for professional development.

### HEALTH BENEFITS

#### MEDICAL

Find a plan that works for you and your dependents! TU offers five different options of medical plans that include vision and behavioral health services. The plans offer great coverage at a low cost. Receive discounts off your co-pay and other wellness rewards by participating in the state's wellness plan.

#### PRESCRIPTION

A separate freestanding prescription plan for you and your dependents includes generic drugs, step therapy, zero co-pay for specific drugs, and a voluntary mail-order program.

#### DENTAL

Choose between one of two options for you and your dependents. Coverage includes preventative services, fillings, crowns, bridges, and orthodontia.

**All benefits start the first day of the month after hire. Check out the rates and plans at [towson.edu/hr/current/benefits/health](http://towson.edu/hr/current/benefits/health)**

### INSURANCE

You also have the option of participating in additional benefits such as Term Life Insurance, Long Term Disability, and Accidental Death & Dismemberment.

### LEARN MORE

[towson.edu/hr/current/benefits](http://towson.edu/hr/current/benefits)



### PAID TIME OFF: BY THE NUMBERS

**14**

**days of vacation /  
annual leave in first  
year of hire**

(accrued bi-weekly, annual  
carryover of up to 60 days,  
number of days increases  
based on service years)

**15**

**days of sick leave**

(accrued bi-weekly, no  
carryover maximum)

**16**

**paid holidays**

(including 3 floating  
holidays and an extra day  
during an election year)

**3**

**paid days of  
personal leave**

(given at the beginning of  
every calendar year)

**TU TOWSON  
UNIVERSITY**

## CAREER GROWTH & TUITION REMISSION

At TU, we create opportunities. **Almost half** of our staff employees have grown into a new career at TU. For staff that have been with TU over 5 years, that number jumps to over **70%** of our employees that grew into a new position.

Non-Exempt employees are able to immediately take advantage of our professional development opportunities, including in-person and online training. In addition, non-exempt employees receive 100% tuition remission of up to 8 credits per semester for undergraduate and graduate level courses at University System of Maryland institutions. After two years of employment, dependents are also eligible for tuition remission benefits for their first undergraduate degree. On average, an employee saves roughly **\$30,000** for a 4-year undergraduate degree.

## COMPETITIVE PAY

At TU, we are committed to equitable and fair pay. Our compensation team regularly receives and reviews updated market pay to ensure our pay rates and ranges are competitive. TU's Market Assessment and Pay Strategy guides our pay practices and structures, and is regularly updated to ensure pay transparency and communication.

## EMPLOYEE ASSISTANCE

At TU we understand there is a lot to manage, that's why we offer all employees and their household a free, confidential employee assistance program (EAP). Whether you're looking for child care or elder care, legal or financial guidance, a licensed professional counselor, life tips or discounts, or all of the above, our 24/7 resource is there for support!

## FLEXIBLE SPENDING

Non-exempt employees may use pre-tax dollars to pay for health care expenses (Health Care Spending Account) and/or day care expenses for eligible dependents (Dependent Day Care Spending Account).

## DISCOUNTS AND PERKS

Enjoy the various benefits of working at TU including cell phone and rental car discounts. Most importantly, take advantage of the benefits right here on campus, like free tickets to athletics and arts events, free membership at the university fitness center, access to the university library, discount at the TU store and child care center, and various dining and banking opportunities.

## OUTSIDE OF THE OFFICE

At TU, we push what's possible. Connect with BTU to get involved with community engagement work. Interested in starting your own business? The StarTUp at the Armory supports entrepreneurship and offers free co-working space that is open to the public. And twice a year, make sure to volunteer for Commencement, where we celebrate the accomplishments of our students.

## RETIREMENT

### ■ Maryland State Employee's Pension System

- Provides a defined benefit based upon your salary and years of service
- Requires a 7% employee contribution (pre-tax)
- Pension participants who enroll in a voluntary supplemental retirement accounts earn a \$1 for \$1 match up to \$600 per fiscal year.
- Vested after 10 years of eligibility service

You can also contribute additional pre- or post-tax funds to a voluntary **supplemental retirement account** with Empower, Fidelity, and TIAA.

For more information, please visit [towson.edu/hr/current/benefits/retirement](http://towson.edu/hr/current/benefits/retirement)

## COME JOIN US!



TU Job Page



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