BENEFITS ON TRANSFER FROM UNIVERSITY HOSPITALS AND CLINICS ("UUHC") TO A UNIVERSITY POSITION

Health/Dental Coverage – You will be enrolled in the University's Advantage Plan option. If you wish to change your plan option or provider network, you may make the change through UBenefits within **90 days** of your date of transfer. You will begin paying the University rates for your health coverage on the first day of the pay period on or following your transfer. For example, if your first day in your new position is May 3rd, your new health plan rate will be effective May 16th and the new rates will be reflected on your June 7th paycheck.

To participate in the University's WellU Wellness Program, complete the General Health Assessment on Regence's website. To participate in the University's wellness program for the next plan year, you must complete the WellU requirements prior to June 30. See the WellU website for details.

Flexible Spending Accounts – Your current enrollment in flexible spending accounts will be transferred to the University's Plan administered by HealthEquity. You will receive a new Health FSA card within a few weeks of your transfer. The University's plan has a 2 ½ month grace period following the plan year in which you may continue to be reimbursed from the prior year's election. You cannot request reimbursement from HealthEquity for expenses that were already reimbursed by UUHC's administrator.

PTO and Sick Leave Balances – If you transfer to an exempt or non-exempt staff position eligible to accrue vacation, your accrued PTO time up to 80 hours will be transferred to the University as vacation hours. Any PTO time over 80 hours will be paid out by UUHC. If you transfer to a position eligible for a set number of vacation days per year (faculty or administration), you will receive prorated vacation for the remainder of the year and all PTO time will be paid out by UUHC. Any balance in your Extended Sick Leave bank will be transferred to the University as sick leave. You will receive the same amount of personal preference as a new hire. You will begin to accrue sick and vacation under the University's rules following your date of transfer, in accordance with your total years of full-time service combined.

Retirement – Your enrollment in the UUHC retirement plans will end and you will be enrolled in the University's retirement plans effective your date of transfer. The University provides a contribution equal to 14.2% of your earnings and is fully vested on the date you begin participation. For information on the University's retirement plans, go to benefits.utah.edu/retirement-plans. If you transfer from UUHC before you are vested (20% following each full year of service and 100% vested after five years), funds contributed by UUHC that are not vested will be forfeited.

If you are contributing to the UUHC 403(b) and/or 457(b) Plans, your contributions will continue without interruption to the University's plans. However, you will no longer receive matching contributions in the 403(b) Plan. You may enroll or change your deferrals to the University's 403(b) and/or 457(b) supplemental retirement savings plans at any time through UBenefits.

Disability Insurance – Your UUHC disability coverage will end at the end of the pay period in which you last work at UUHC. You will have the option to enroll through UBenefits in the University's Short Term and/or Long Term Disability coverage within **90 days** from the date of your transfer to the University (you must enroll in LTD coverage to be eligible for STD coverage). Your coverage will be effective the first day of the pay period on or following your first day in your University position so there will be no break in coverage – premiums will be deducted back to that date.

Life Insurance – Your current life insurance coverage will be transferred to the Standard (up to $1,000,000 for employee and $250,000 for your spouse or domestic partner). You may choose to enroll in additional life insurance through UBenefits within 90 days of your date of transfer. You will begin paying the University rates on the first day of the pay period on or following your transfer.

Other Benefits – If you are enrolled in any of the following benefits, your enrollment will continue without any change:
Accidental Death and Dismemberment
Legal Plan
Home and Auto Insurance

If you are enrolled in LifeLock or Pet Insurance, you will receive information from them on continuing your coverage by making payments to the vendor (payroll deduction is not available through the University).

See Human Resources' website at benefits.utah.edu or contact Human Resources at benefits@utah.edu or (801) 581-7447 if you have questions.