

MOUNTAINEERS GO FIRST.

Welcome to West Virginia University!

WVU Benefits Strategy in the Division of Talent and Culture has put together this overview of employee benefit options for benefits-eligible employees. New employees will be able to enroll for required and optional benefits during their new hire onboarding processing.

Questions: Contact the WVU Shared Services Center

Benefits-eligible employees have the month of hire (month they become benefits-eligible) plus the two (2) following months to enroll. Coverage is effective the first of the following month after enrollment.

Dependent documentation may be required upon enrollment in some benefit options (e.g. birth certificates, marriage certificates, etc.)

TIAA Retirement

401(a) Defined Contribution Plan – All employees are required by state law to contribute 6% of their gross wages into this mandatory plan. WVU matches your contribution at 6%.

403(b), 403(b) ROTH and 457(b) Supplemental Retirement Accounts – employees may elect to defer additional pre-tax compensation for retirement savings into any of these plans. These plans are optional. Contributions are limited to a maximum determined each year by the Internal Revenue Service.

Health Insurance

Public Employees Insurance Agency (PEIA) – provides four (4) PPO plan options for employees to elect coverage. Coverage is offered for employee only, employee and child(ren) and family. Premiums are based on annual salary and tobacco status. Prescription coverage is included with each plan.

The Health Plan – provides three (3) HMO plan options for employees to elect coverage. Coverage is offered for employee, employee plus child(ren) and family. Premiums are based on annual salary and tobacco status. Prescription coverage is included with each plan.

Life Insurance

Basic Life Insurance – WVU pays the full cost of this benefit for a benefits-eligible employee. The policy is for \$10,000 and requires beneficiary designation.

Optional Life Insurance – new employees are guaranteed coverage up to \$100,000 without evidence of insurability if you enroll within new hire period. Additional coverage options are available up to \$500,000. The policy also requires beneficiary designation. Pre-tax premiums up to \$40,000 and post-tax premiums for \$40,000 up to \$100,000.

Dependent Life Insurance - is also offered for spouse and child(ren). Coverage options for spouse range from \$5,000 up to \$40,000 and child(ren) from \$2,000 up to \$15,000. Enrollment may require evidence of insurability. Pre-tax premiums.

Mountaineer Flexible Benefits (FBMC)

Dental – provides four (4) plan options for employees to elect coverage. Coverage is offered for employee only, employee and child(ren), employee and spouse or employee and family.

Vision – provides two (2) plan options for employees to elect coverage. Coverage is offered for employee only or employee and family.

Hearing Plan – provides two (2) plan options for employees to elect coverage. Coverage is offered for employee only or employee and family.

Short-Term Disability (STD) – income based on employee's pre-disability earnings from WVU. STD benefits become payable at the end of the 30-day benefit waiting period. The weekly benefit is 70% of the employee's pre-disability earnings, reduced by deductible income. The maximum weekly benefit is \$750.

Group Legal – valuable legal protection for everyday life matters.

Medical Flexible Spending Account (FSA) - used to pay for eligible medical expenses that aren't covered by your insurance or other plan. Your full annual contribution amount is available at the beginning of the plan year (July 1); and the maximum amount must be used during the benefit year, with a grace period for incurred expense submissions.

Dependent Care Flexible Spending Account (DFSA) - a great way to pay for eligible dependent care expenses such as after-school care, babysitting fees, elder care services, nursery and preschool. The maximum amount depends on your tax filing status and must be used during the benefit year.

Limited-Use Medical Flexible Account (LFSA) - designed specifically for employees who wish to take advantage of a Health Savings Account (HSA) while continuing tax savings expected from an FSA. However, the funds in a Limited-Use Medical FSA can only be used for dental, vision, and preventive care expenses not covered by your high deductible health plan.

Health Savings Accounts (HSA)

Tax-free account that can be used to pay healthcare expenses. Unlike a Flexible Spending Account (FSA), the funds do not have to be spent in the plan year they are deposited. The maximum amount depends on your tax filing status. Applicable only to high-deductible health plan policyholders.

Additional Optional Benefits

Long-Term Disability – post-tax premiums that provide for income and annuity benefits based on the employee's base salary. Benefits become payable after six months of total disability. The income benefit is 60% of the employee's base salary less any offsets. The annuity benefit provides for a monthly contribution of an amount equal to 12% of the employee's salary to TIAA.

Accident Insurance - employees choose the coverage limits and amounts in multiples of \$10,000 up to \$350,000. Amounts above \$250,000 cannot exceed 10 times an employee's annual base salary. Coverage is offered for employee, spouse and/ or children.

Pet Insurance - accepted by most vets, even specialist and emergency providers. An easy claims process that covers accidents, illnesses and preventative care. WVU employees are offered discounted rates.

Identity Protection -minimize damages and better protect yourself from identity theft. Plan includes proactive identity and high-risk transaction monitoring. Credit monitoring, monthly credit score and an annual credit report are included. Also makes replacing a lost wallet quick and easy. Digital identity reports and solicitation reduction are also offered.

WVU Perks – an employee discount program for WVU benefits-eligible faculty and staff, WVU Research Corporations employees and WVU Retirees Association members. WVU Perks offers local and national discounts and deals on several everyday items and services.

Care@Work - WVU has partnered with Care.com to bring eligible employees and members of the WVU Retirees Association Care@Work membership at no cost. Eligible employees will have access from anywhere nationwide to everything from babysitters and house cleaners to senior care planning.

Dependent Education Scholarship – Employees with out-of-state undergraduate dependent children under age 26 may be eligible for up to the difference in in-state and out-of-state university tuition for a maximum of four years. In-state undergraduate dependent children under age 26 may be eligible for up to \$1,650 per academic year (\$825 per semester) for a maximum of four years and with a maximum lifetime benefit of \$6,600.

WVU Credit Union - federally insured, owned and operated exclusively by its members. Payroll deductions and direct deposits are available.

Additional [programs, services and discounts](#) are available for employees, including tuition assistance, dining plans, employee assistance program and athletic events.

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