



## Offering of Benefits Summary

The Office of Human Resources is pleased to provide you with information pertaining to the various benefit options available to current and potential employees of Metropolitan State University of Denver. Benefits are effective the date of hire. Our wide array of benefit options includes:

- Medical and Dental Insurance (Premium Split: Employer 70%, Employee 30%)
- Vision Insurance (100% Employee Paid)
- Basic Term Life Insurance (100% Employer Paid)
- Voluntary Term Life Insurance (100% Employee Paid)
- Long-Term Disability Insurance (100% Employer Paid)
- Travel Accident Insurance (100% Employer Paid)
- Flexible Medical and Dependent Care Benefit Plans

Please visit our BeneCenter at <https://mybensite.com/cheiba/index.php>, to find detailed information on rates and plan offerings. Username: cheiba, Password: msudenver

In lieu of Social Security, employees of Metropolitan State University of Denver must participate in The Four State Colleges and Universities in Colorado Defined Contribution Pension Plan (DCPP). The university currently contributes 11.4% and the eligible participant contributes 8% of covered earnings (i.e. all regular salary paid to a participant by the employer) each year to the participant's account of the selected Fund Sponsor. As soon as contributions are made, participants become 100% vested. The participating fund sponsors include Fidelity, TIAA and VALIC.

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## Leave Summary

Administrative staff is awarded both annual and sick leave on the employee's first day of employment. Effective July 1, 2018, employees will be awarded 192 hours of annual and sick leave for the fiscal year, July – June. When an employee starts after the beginning of the fiscal year, the amount of annual leave and sick leave awarded is prorated based on the number of remaining months in the fiscal year then multiplied by 16 hours. Both annual and sick leave are eligible to be carried over to maximums of 320 hours each.

Effective July 1, 2018, MSU Denver will begin the first year of a multi-year plan to move away from the front loading of leave to accruing on a monthly bases at the rate of 16 hours of both annual and sick leave.

MSU Denver also offers 6-weeks of paid parental leave and 6-weeks of paid medical leave.

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## Other

**EcoPass** - Provides unlimited access to RTD buses and light rail. The current monthly cost is \$25.00. Please contact the Parking Office at 303-556-2005 for further information.

**Lynda.com** - Online database of professional development training videos, provided free for all faculty, staff and students.

**Professional Development Fund** - Individual funds to be utilized for professional development activities such as conferences, seminars, trainings, and courses. Requires supervisor approval and one year of service to the university.

**MSU Denver Undergraduate Tuition Benefit** – Coming Fall 2018; Tuition waiver available for benefit eligible employees and eligible dependents. <https://msudenver.edu/hr/learning-development/ldbenefits/>