



# UMGC BENEFITS OVERVIEW

## For Contingent II Employees



### Learn More About Working at UMGc

At University of Maryland Global Campus (UMGC), our most valued asset for carrying out our mission to put students first is our employees. That's why we are constantly on the lookout for creative, highly qualified applicants. UMGc seeks to reflect the diversity of the global community that it serves by providing a positive work environment that embraces cultural differences, encourages new ideas, and promotes mutual respect.

### Defining a Contingent II Employee

A contingent II employee can be exempt (salaried) or nonexempt (hourly) and is employed under contract for a term of up to 12 months. These contracts may be renewed on an annual basis. Contingent II employees work throughout the university in many departments, bringing them in contact with students, faculty, and staff in a wide variety of functions.

### Compensation

As a contingent II employee, you will receive a biweekly paycheck (subject to required withholdings) that includes a base salary, with a retirement stipend, and possibly a health insurance stipend (see Medical Benefits and Insurance).

### Time Off (Prorated Based on Full-Time Equivalency)

|                 |                   |
|-----------------|-------------------|
| Annual time off | Personal time off |
| Sick time off   | Holidays          |

### Medical Benefits and Insurance

Contingent II employees who work on average 30 or more hours per week (130 hours per month) are eligible for subsidized state of Maryland medical and prescription benefits. Contingent II employees who work on average less than 30 hours per week but at least 20 hours per week are eligible for a stipend to assist in the purchase of a health plan.

Please note: You must enroll in the benefits described above within the first 60 days of employment, during the annual open enrollment period, or within 60 days of experiencing a qualifying event.

### Outstanding Benefits That Fit the Lifestyle of You and Your Family—

## ANOTHER GOOD REASON WHY YOU BELONG AT UMGc!

# UMGC BENEFITS OVERVIEW—FOR CONTINGENT II EMPLOYEES

## Medical Benefits and Insurance, cont.

**Contingent II employees eligible for subsidized state of Maryland medical and prescription benefits:** If you are eligible for subsidized state of Maryland medical and prescription benefits, there are five health plans (with vision included), one prescription plan, and two dental plans from which to choose; however, the dental plan premiums are not subsidized.

**Contingent II employees eligible for a health stipend:** You may use the stipend to enroll in a variety of health plans offered by the state of Maryland through UMGC, or you may elect to enroll in any separate, freestanding group insurance plans. The amount of stipend is prorated based on your full-time equivalency (FTE).

Insurance that is available to any contingent II employee regardless of FTE hours includes accidental death and dismemberment and group life insurance.

## Retirement

Contingent II employees receive a retirement stipend equal to 7.25 percent of their base salary and are eligible to contribute to a supplemental retirement account (SRA). The companies that administer these plans are Fidelity Investments, TIAA, and Maryland Supplemental Retirement Plans (MSRP)-Nationwide. Choices include 401(k), 403(b), 457(b), and various Roth plans. The university does not provide subsidies or matching funds.

## Tuition Remission

UMGC offers a tuition waiver program that allows contingent II employees to enroll in a maximum of 8 credits per semester at UMGC and University of Maryland, College Park (UMCP) free of tuition charges. Eligibility is dependent upon meeting admission criteria and any enrollment caps at UMGC and UMCP. NOTE: For part-time employees (at least 50 percent time), tuition remission benefits are prorated.

## Spouse and Dependent Scholarship

Spouses and dependents of contingent II employees may qualify for a spouse and dependent scholarship that covers tuition for one undergraduate or graduate course per semester at UMGC based on fund availability. There is no waiting period, but the scholarship is only applicable in the absence of tuition remission.

## Direct Deposit

Direct deposit is available to contingent II employees. Paychecks will automatically be deposited directly into an employee's checking account once the employee completes a direct deposit authorization form.

## State Employees Credit Union (SECU)

SECU membership is available to contingent II employees.

- A \$10 deposit is all that is needed to open and maintain a share savings account and establish SECU lifetime membership. You gain access to all SECU products, services, and benefits!
- Deposits can be made to your SECU account through automatic deductions from your paycheck.

For more information, go to [secumd.org](https://secumd.org).

## About UMGC

University of Maryland Global Campus was founded more than 70 years ago specifically to serve the higher education needs of working adults and servicemembers. Today, UMGC continues its global tradition with online and hybrid courses, more than 140 classroom and service locations worldwide, and more than 90 degrees, certificates, and specializations backed by the reputation of a state university and the University System of Maryland. For more information, visit [umgc.edu](https://umgc.edu).

## Equal Employment Opportunity

UMGC is an Equal Opportunity Employer. For more information, please see UMGC's Affirmative Action, Equal Opportunity, and Sexual Harassment Policy at [umgc.edu/eo](https://umgc.edu/eo).

## Annual Safety and Security Report

The Annual Safety and Security Report is available to prospective employees and includes information about campus crime and security. Please visit [umgc.edu/security](https://umgc.edu/security) to view the report.

NOTE: This document presents highlights of benefits plans. Actual plan documents prevail in all situations involving questions or issues.

### Questions? Need Additional Information?

[umgc.edu/careers](https://umgc.edu/careers)



University of Maryland Global Campus is accredited by the Middle States Commission on Higher Education, 3624 Market Street, Philadelphia, PA 19104 (267-284-5000), an institutional accrediting agency recognized by the U.S. Secretary of Education and the Council for Higher Education Accreditation. UMGC is a constituent institution of the University System of Maryland and is governed by the USM Board of Regents. UMGC is certified to operate by the State Council of Higher Education for Virginia (SCHEV). 9625 Belvoir Road, Barden Education Center, Building 1017, Room 128, Fort Belvoir, VA 22060.