

Highlights of The University of Southern Mississippi Benefits 2024

MEDICAL INSURANCE

Anyone employed prior to January 1, 2006, is a **Legacy** employee. Also, anyone employed on or after January 1, 2006, who was ever a full-time employee of a community/junior college, public library, public school district, State agency or university before January 1, 2006, is considered a **Legacy** employee. Anyone initially employed on or after January 1, 2006, is a **Horizon** Employee.

Select coverage

\$25 copayment for general physicians -- \$1,800 deductible for employee only -- \$3,600 deductible for family coverage
\$75 prescription deductible – Copayments available for prescriptions after deductible is met

Monthly premiums	LEGACY		HORIZON	
	12-month	9-month faculty	12-month	9-month faculty
Employee only	\$20.00	\$26.67	\$48.00	\$64.00
Employee + 1 child	\$221.00	\$294.67	\$249.00	\$332.00
Employee + children	\$422.00	\$562.67	\$450.00	\$600.00
Employee + spouse	\$591.00	\$788.00	\$619.00	\$825.33
Employee + spouse + children	\$854.00	\$1138.67	\$882.00	\$1176.00

Base coverage

No copay for general physicians -- \$1,800 deductible for employee only--\$3,200 deductible for family
Copayments available for prescriptions **after** full medical deductible is met.

Monthly premiums	LEGACY		HORIZON	
	12-month	9-month faculty	12-month	9-month faculty
Employee only	\$0.00	\$0.00	\$0.00	\$0.00
Employee + 1 child	\$130.00	\$173.33	\$130.00	\$173.33
Employee + children	\$333.00	\$444.00	\$333.00	\$444.00
Employee + spouse	\$502.00	\$669.33	\$502.00	\$669.33
Employee + spouse + children	\$764.00	\$1018.67	\$764.00	\$1018.67

DENTAL INSURANCE www.deltadentalins.com

High Plan-\$1,500 maximum benefit per participant on plan. Diagnostic & Preventive Care not subject to maximum
Low Plan-\$1,000 maximum benefit per participant on plan. Diagnostic & Preventive Care not subject to maximum
Coverage begins on the 1st of the month after a payroll deduction.

MONTHLY PREMIUMS	HIGH PLAN		LOW PLAN	
	12-month	9-month faculty	12-month	9-month faculty
Employee only	\$37.57	\$50.09	\$27.76	\$37.01
Family	\$91.47	\$121.96	\$67.59	\$90.12

VISION INSURANCE www.superiorvision.com

The Vision Plan provides benefits for eye exams, lenses, frames and contact lenses. Coverage begins on the 1st of the month after a payroll deduction.

MONTHLY PREMIUMS	12-month	9-month faculty
Employee only	\$6.58	\$8.77
Employee + 1 dependent	\$12.00	\$16.00
Family	\$20.28	\$27.04

LIFE INSURANCE

The State and School Employee's Life Insurance Plan is underwritten by Minnesota Life Insurance Company. Coverage is available for the employee only with a principal sum equal to 2 times the employee's annual salary up to the plan limit of \$100,000. The employee pays \$0.10 for each \$1,000 of coverage. Life insurance is effective on the first day of employment.

RETIREMENT

State Retirement Plan (PERS) – PERS is a defined benefit plan which means potential benefits are based on a pre-determined formula. All employees are required to contribute 9% of their income to PERS. The University will contribute 17.9% of your income to PERS as well. You will only receive a benefit from the university's contributions if you retire from the system and draw monthly benefits.

Optional Retirement Plan (ORP) – ORP is only offered to Teaching and Administrative Faculty, Coaches, Librarians with academic rank, Administrators/Department Directors with significant budgetary authority, Postdoctoral Research Associates, and Research Scientists. Employees are also required to contribute 9% of their income while the University contributes 15.246%. The three companies that participate in this plan are **COREBRIDGE (AIG), VOYA, and TIAA**.

HOLIDAYS

The University recognizes the following holidays: New Year's Day, Martin Luther King Jr., Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving (Thursday and Friday), Christmas Day and Christmas leave period to include the last seven working days of December as designated by the University President

PERSONAL/MEDICAL LEAVE ACCRUAL

***Part time employees accrue on a pro-rated basis. Nine-month faculty are not eligible for personal leave.

Major Medical Leave Accrual		
Service Time	Hours Per Month	
	12-Month Staff/Faculty	9-Month Faculty
1 month to 3 years	8	13.33
37 months to 8 years	7	14.20
97 months to 15 years	6	15.40
Over 15 years	5	16
Personal Leave Accrual (9-month faculty not eligible)		
Service Time	Hours Per Month	Days Per Year
1 month to 3 years	12	18
37 months to 8 years	14	21
97 months to 15 years	16	24
Over 15 years	18	27

Additional Benefits

403(b) and Roth 403(b)

Tuition reimbursement for employee

Cancer Insurance with Colonial

Use of USM Health Clinic and Pharmacy

State Deferred Compensation 457 plan

Dependent Child tuition discount

Flexible Spending Account

Discount on season tickets with USM ticket office

For additional information on the full benefits package offered at Southern Miss, please click [here](#).

