



Benefits-at-a-Glance
July 1, 2026 - June 30, 2027
9 Full-time Temporary Position (Non-Faculty)

This summary is provided for recruitment purposes only. Benefits information, including enrollment instructions, will be shared once eligibility is met. Direct-Hire Temporary Employees hired to work less than 30 hours per week or whose schedules may fluctuate are classified as direct-hire temporary staff. Note: This classification does not include individuals employed through temporary staffing agencies.

Benefit Type	Plan	Description	Additional Information
Medical	OAP HSA (HDHP)	Eligibility is assessed based on the total hours worked during a 12-month measurement period, as defined by the University.	Once the required hours are met, the eligible employee may enroll effective the first day of the month following a 60-day waiting period.
Health Savings Account	HSA		
Paid Time Off	Sick and Safe Leave	Employees must work 24 hours or more in a pay period to accrue sick leave. Sick leave accrues at a rate of one hour for every 30 hours worked. The maximum total that can be accrued is 40 hours in a benefit plan year (July 1 - June 30).	Access sick leave accruals and balance in Workday.
Paid Holidays	University-wide Observed Holidays	Employees are paid for holidays at their regular rate for the number of hours usually worked on an average day. The holiday must fall on a day that the employee is regularly scheduled to work.	
Retirement Savings Plan	403(b) Defined Contribution Tax-Deferred Retirement Plan	Employees are eligible to participate the first of the month coinciding with or following the date of hire. Not eligible for Employer Match. Register/create an account and submit a salary deferral to begin contributing at www.tiaa.org/loyolamd .	Not Eligible for Employer Matching Contribution

Full-time temporary employees are eligible for limited benefits. In accordance with the Affordable Care Act (ACA), employees who meet applicable eligibility requirements may be offered medical coverage as required by law. Eligibility for all benefits, coverage levels, and plan participation is subject to company policy and the terms of the applicable benefit plans.



IF YOU HAVE QUESTIONS OR NEED ADDITIONAL INFORMATION

Contact your OPC Partner at people-culture@loyola.edu

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Benefit Type	Plan Options	Coverage Level	Annual Premium	Description
Medical Plan Cigna	OAP HSA (HDHP)	Employee	\$1,339.20	HDHP (High Deductible Health Plan)—Individual Deductible: \$2,000/\$4,000 (In/Out of Network), Family Deductible: \$4,000/\$8,000 (In/Out of Network), Once deductible is met all In-network \$25 PCP Office Visit Copay, \$50 Specialist Office Visit Copay, Prescription Drug Copays: \$10/\$35/\$80
		Employee+Spouse	\$5,304.36	
		Employee+Child	\$3,442.32	
		Employee+Children	\$4,669.92	
		Family	\$7,981.68	
HSA Bank of America	Health Savings Account	-	Employee Funded	Health Savings Account available to those who elect the <u>OAP HSA</u> . Not eligible for the Employer Contribution.
403(b) TIAA	Loyola University Maryland Retirement Plan	-	Employee Funded	Employees are eligible to participate the first of the month coinciding with or following the date of hire. Generally not eligible for the Employer Match unless the employee works 1,000+ hours in the preceeding year and continues to be actively employed. Register/create an account and submit a salary deferral to begin contributing at www.tiaa.org/loyolamd .

Notes:

1. The annual medical plan premiums reflect the wellness compliant premiums. Refer to the Benefit Summary guide for non-wellness premiums.
2. Eligible for benefits on the first of the month, following 60 days from the date of hire.
3. Temporary employees working part-time or variable hours will be measured throughout the plan year to determine eligibility.
4. This communication highlights some of the benefit plans available. Your actual rights and benefits are governed by the official plan documents. If any discrepancy exists between this communication and the official plan documents, the official plan documents will always govern. The University reserves the right to change any benefit plan without notice.