PENSION PLAN, LIFE INSURANCE PLAN, COMPREHENSIVE MEDICAL PLAN, TOTAL DISABILITY PLAN, AND DENTAL INSURANCE (ART.17)

Medical Plan Salary Tiers:

Current Medical Plan Salary 4-Tiers:

Salary Tier	Annual Salary Range	University Contribution Percentage	Employee Contribution Percentage
Tier 1	> $55,000	87%	13%
Tier 2	$55,000 – $74,999	85%	15%
Tier 3	$75,000 - $99,999	80%	20%
Tier 4	$100,000+	75%	25%

Medical Plan Salary Tiers Effective 1/1/27:

Salary Tier	Annual Salary Range	University Contribution Percentage	Employee Contribution Percentage
Tier 1	> $60,000	87%	13%
Tier 2	$60,000 – $84,999	85%	15%
Tier 3	$85,000 - $109,999	80%	20%
Tier 4	$110,000 - $159,999	75%	25%
Tier 5	>$160,000	70%	30%

Medical, Dental and Vision Benefit Enrollment Tiers:

Current Tiers	Tiers Effective 1/1/2027
• Individual	• Employee
• Family	• Employee + Spouse/Domestic Partner
	• Employee + Child(ren)
	• Employee + Family

TDA Auto-enrollment

Effective January 1, 2027, existing and newly hired bargaining unit members who have never made a TDA contribution will be automatically enrolled into the University TDA after 60 days of employment. The initial contribution rate will be 3% of eligible compensation deducted on a pre-tax basis. This deferral percentage will increase by 1 percentage point each January 1, up to 10%

(not to exceed federal contribution limits). Members who currently contribute to a TDA will not have changes made to their contribution. If members do not make an investment election, contributions to the Plan will default to the Plan's Qualified Default Investment Alternative. Members may opt out of enrollment or change contributions at any time.