

2025 BENEFITS SUMMARY



Medical (BCBS)

Two plan options through Blue Cross Blue Shield, national network coverage. Includes prescription benefit.



Professional Development Stipend

UCS offers all employees up to \$1,200 for training, conferences, and professional memberships per fiscal year.



Dental (BCBS)

Two plan options through Blue Cross Blue Shield. Orthodontia coverage up to age 19. DPPO Plan



403b Retirement

Retirement Contributions of 8% of salary on first of the month after nine months of service/100% vested. All staff may begin making contributions to the Supplemental Retirement Plan immediately. The investment vendor choices are Fidelity Investments or TIAA-CREF.



Vision (VSP)

Covers most of the costs of exams, glasses or contact lenses through a nationwide network of vision care professionals.



Commuter

Transit plans available on a pre-tax basis up to the IRS maximum limits.



Life Insurance (Reliance)

UCS pays 100% of the premium to provide each employee life insurance coverage at a rate of their annual base salary (rounded to the nearest \$1,000), up to a maximum of \$250,000. Voluntary life, AD&D, spouse, and child insurance available for purchase.



Remote Work Stipend

UCS provides a \$75 USD monthly allowance for personal utilization of internet/data service working remotely. One time stipend towards ergonomic tools and support.



Short Term Disability

We provide income protection up to 60% of semi-monthly base salary up to \$2,500 weekly for a period not to exceed 90 days (calendar days).



Fitness & Wellness

Gym on site in some locations (DC, MA, CA). Additional discounts on fees with various Fitness Centers through BCBS.



Long Term Disability

We provide income protection of 66% of monthly salary in accordance with the guidelines set forth under our group plan. The maximum benefit is \$10,000 monthly. Benefits commence on the 91st day (calendar days) of disability.



Mental Health

Better Help: Receive 12 sessions of free professional therapy online via Better Help.



Flexible Spending Account

Medical FSA - allows employees to use pre-tax dollars for unreimbursed medical, vision and dental expenses.
Dependent Care - allows employees to use pre-tax dollars for dependent childcare expenses.



Employee Assistance

EAP: Free Counseling and benefits for you and your family and resources on personal and work-related issues.



Paid Time Off

Generous vacation accrual per year - 4 weeks (0-10 years), 5 weeks (after 10 years). Two days of personal time per year.
Ten sick days per year (maximum rollover 160 hours)
Extended Leave of Absences for - family illness, bereavement, medical, parental and adoption
Sabbatical- 7+ years of service



Pet Insurance

Reduced cost pet insurance through FIGO



Holidays

11 or more paid holidays
Winter Intermission (business days between Christmas Day and New Year's Day)