YOUR 2027 BENEFITS: WHAT'S NEW

Starting January 1, 2027

PAID TIME OFF

MU Health Care's paid time off (PTO) benefit gives you one bank of time to use for vacation, sick time, personal time and most holidays. Benefit-eligible employees accrue PTO throughout the year based on position and years of service.

Beginning in 2027, PTO accrual rates will increase to include time for most holidays. Veterans Day will remain a separate paid holiday. Employees may accumulate 1.5 times your annual PTO accrual.

PAID TIME OFF ACCRUAL

POSITION	YEARS OF SERVICE	PTO DAYS PER YEAR	PAID HOLIDAYS
Hourly, Non-Exempt	Up to 5 years	24 days	1
	5-15 years	29 days	1
	More than 15 years	34 days	1
Monthly, Exempt and Registered Nurses	Up to 5 years	29 days	1
	5+ years	34 days	1

Days per year are based on an eight-hour workday. PTO is accrued throughout the year based on FTE. Example above is based on a 100% FTE. Veterans Day is the one separately recognized paid holiday.

RETIREMENT CONTRIBUTIONS

MU Health Care provides a University retirement contribution of up to 6% of eligible pay for benefit-eligible employees. This includes a 2% automatic nonelective contribution plus a 50% employer match to the 401(a) ERIP Plan up to a maximum of 4% on employee contributions to the 457(b) Plan.

YOUR CONTRIBUTION	MU Health Care Nonelective Contribution	MU Health Care Employer Matching Contribution	**Total MU Health Care Contribution**
0%	2%	0%	2%
6%	2%	3%	5%
8%	2%	4%	6%

Receive the maximum University contribution: Contribute 8% of your eligible pay to the 457(b) Plan, and MU Health Care will contribute a total of 6% — a 2% University nonelective contribution plus a 4% employer matching contribution to the 401(a) ERIP account.

MU Health Care

MORE SUPPORT
FOR YOU AND YOUR FAMILY

DEPENDENT CARE

Eligible employees earning less than $160,000 annually can receive an employer match of up to $1,500 through the Dependent Care Flexible Spending Account. This benefit can help with eligible care expenses for children or dependent adults. Employees can add a Dependent Care Flexible Spending Account during annual enrollment.

Learn More: umurl.us/FSA

EMPLOYEE ASSISTANCE PROGRAM

Employees and members of their household will have access to six counseling sessions per presenting issue.

Learn More: umurl.us/EAP

FAMILY-BUILDING BENEFITS

New fertility and adoption benefits will provide additional financial support for employees growing their families.

Learn More: umurl.us/MUHCFamilyBuild

FERTILITY SUPPORT

Up to $25,000 lifetime max in fertility benefits, including $15,000 for medical services and $10,000 for pharmacy benefits. A diagnosis of infertility and Fertility Solutions program enrollment are required.

ADOPTION SUPPORT

Up to $10,000 reimbursement per eligible child for qualified adoption expenses after the final adoption paperwork has been submitted and approved.

This document provides a summary of MU Health Care benefit updates for 2027. It does not replace the full employee benefits guide.

MU Health Care