WEST VIRGINIA STATE UNIVERSITY

Research & Development Corporation

Benefits at a Glance

YOUR BENEFITS. YOUR RESOURCES. YOUR WELL-BEING.



PEIA Health Insurance

The Corporation's health insurance is provided through the Public Employees Insurance Agency (PEIA) as a non-state employer. Eligible employees may choose PEIA PPB Gold, PPB Silver, Gold High-Deductible, WV Bronze High-Deductible, or available managed care plans.

TOBACCO-FREE DISCOUNT

$25/month – employee only
$50/month – family
Subject to PEIA eligibility.

MANAGED CARE PLANS

Employees must reside in the plan's service area.

PAYROLL DEDUCTION
Health insurance premiums are deducted from employees' paychecks on the 15th of each month.

PEIA • peia.wv.gov • 304-558-7850

Mountaineer Flexible Benefits

Mountaineer Flexible Benefits is a voluntary supplemental program for eligible PEIA participants. Employees are responsible for elected coverage. Many benefits use pre-tax deductions; premiums are based on 24 pay periods.

AVAILABLE BENEFITS & PROVIDERS

- ◈ Dental – Sun Life
- ◉ Vision – Humana/EyeMed
- ♫ Hearing – EPIC
- ⚖ Legal – ARAG
- ✚ FSA – Inspira Financial
- ✚ HSA – Inspira Financial
- ✚ Disability – MetLife
- ✦ Accident – Sun Life
- ♥ Critical Injury – Sun Life
- ✚ Hospital Indemnity – Sun Life

MTN. FLEX • myFBMC.com • 1-844-559-8248

Open Enrollment

PEIA and Mountaineer Flexible Benefits Open Enrollment Period is usually scheduled at the beginning of April through the first half of May. Employees may add, change, or drop coverage during open enrollment without a qualifying life event, subject to plan rules.

TIAA-CREF Retirement

Eligible employees may participate in the TIAA-CREF retirement plan through mandatory employee contributions of 6% of eligible compensation, with a matching 6% employer contribution. Employees may also elect to participate in the TIAA Supplemental Retirement Annuity (SRA) plan. This is a voluntary, employee funded supplemental retirement plan with no employer match. Contributions may be designated as either a percentage of pay or a specified dollar amount per pay period.

Contributions are invested in retirement plan options that the employee determines. All contributions are allocated in accordance with terms of the applicable plan.

TIAA • tiaa.org/public • 800-842-2252

Paid Time Off & Leave

Annual (PTO) Leave
Annual leave accrues at the end of each month and may not be used before it is earned.

Years of Service	Monthly	Annual
Initial eligibility	1.25 days	15 days
After 5 years	1.50 days	18 days
10–15 years	1.75 days	21 days
After 15 years	2 days	24 days

✚ Sick Leave
18 days per year (11.25 hours per month), accrued monthly.

Work Hours
Regular: 8:30 a.m.–5:00 p.m. (1-hour lunch)
Summer: 8:00 a.m.–4:00 p.m. (30-minute lunch), if approved by the University.

Holidays
Follows the University holiday schedule, including New Year's, MLK Day, Memorial Day, July 4, Labor Day and others.

↻ Flexible & hybrid scheduling follows University policy.

Payroll Schedule

Employees are paid twice monthly.

REGULAR PAYDAYS
15th of the month
Last working day of month

FEBRUARY PAYDAYS
14th of the month
Last working day of month

If a payday falls on a weekend or holiday, pay is made on the preceding applicable workday.

Questions should be directed to
R&D Human Resources at 304-766-4278