



Benefits are provided to eligible full-time Staff as follows:

Plans	Coverage/Elections	Eligible
Medical	<ul style="list-style-type: none"> ▪ CareFirst BlueCross BlueShield Core PPO Plan ▪ CareFirst BlueCross BlueShield Enhanced PPO Plan ▪ CareFirst BCBS High-Deductible Health Plan (HDHP) ▪ Waive coverage Four levels of coverage. Cost: JHU & employee share.	Date of hire.
Pharmacy	Pharmacy benefits managed by Capital Rx. Cost: Included in Medical.	Date of hire.
Dental	<ul style="list-style-type: none"> ▪ Delta Dental Core PPO ▪ Delta Dental Enhanced with Orthodontia PPO Four levels of coverage. Cost: JHU & employee share.	Date of hire.
Vision – EyeMed	Annual eye exam \$10 copay. \$150 allowance for frames/contacts. Cost: employee paid.	Date of hire.
Life Insurance – Securian Financial	<ul style="list-style-type: none"> ▪ \$10,000 (core benefit) ▪ 1x to 8x base salary Initial election: select any option without Evidence of Insurability (EOI) unless election is over 4x salary or \$500,000. Subsequent election: moving up from \$10,000 core benefit, moving more than one salary coverage level or electing an amount over 4x salary or \$500,000 will require EOI. Maximum coverage is \$3,000,000. You must designate a beneficiary. Cost: JHU pays for core benefit; employee pays for upgrade.	Date of hire.
Dependent Life Insurance – Securian Financial	<ul style="list-style-type: none"> ▪ \$4,000 spouse/domestic partner and \$2,000 per child ▪ \$10,000 spouse/domestic partner and \$5,000 per child Premiums are taxable. Cost: employee paid.	Date of hire.
Accidental Death & Dismemberment (AD&D) – Securian Financial	\$10,000 coverage provided. Choose added coverage of up to \$3,000,000. Individual and family plan options are available. Cost: JHU pays for core benefit; employee pays for upgrade.	Date of hire.
Flexible Spending Accounts: Health Care & Dependent Care – WEX	Contribute up to \$3,400 for Health Care and \$7,500 per Dependent Care FSA. Expenses must be claimed within the calendar year in which they occur. Health Care FSA allows a carryover of \$680 into the next year. Last day to file claims April 30 of the following year.	Date of hire.
Limited Purpose Flexible Spending Account – WEX	Contribute up to \$3,400 pre-tax for dental and vision expenses only if enrolled in Health Savings Account.	Date of hire.
Health Savings Account – WEX	Pairs only with High-Deductible Health Plan. JHU contributes for those making \$60,000 or less. Employees can contribute up to \$4,400/individual, \$8,750/family (including JHU contribution).	Date of hire.
Short-Term Disability – Lincoln Financial	After 14 days of disability, plan pays 60% of weekly salary max. \$2,500 up to 11 weeks. Cost: employee paid.	Date of hire.
Long-Term Disability – Lincoln Financial	After 90 days of disability, plan pays 60% of monthly salary up to \$10,000. With continued coverage duration by table into retirement years. Cost: JHU paid.	1 yr. unless prior immediate coverage.



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403(b) Retirement Plan, University – TIAA	4% of salary if under age 35 and 2 or more years of service, 8% of salary if age 35 or older. Investment election must be made prior to your first contribution, or it will be invested in the plan’s default investment option. Cost: JHU paid. *See Retirement Page of HR website for details.	First of month coinciding with or following hire date after satisfying age/service requirement.
403(b) Retirement Plan, Employee – TIAA	Automatic enrollment in age-based target-date fund at 3% pre-tax savings rate. Annual 1% increase each July, capped at 10%. Opt out or change savings rate at any time. Contribute up to \$24,500 for the year. Ages 50 and over catch-up contribution of an additional \$8,000. Pre-tax and Roth contributions available.	First of month after hire.
Tuition Grant for Dependents	Payment of required tuition and eligible fees up to 50% of JHU freshman tuition. For each eligible dependent. Cost: JHU paid.	2 yrs of service or immediately coming from employer with similar benefit.
Employee Tuition Assistance for Degree Programs	Up to \$5,250 annual tuition assistance for undergraduate (associate or bachelor’s) degree. Up to \$10,000 annual tuition assistance for graduate degree. Any accredited institution. Cost: JHU paid.	120 days of employment.
Non-Degree Seeking Credit Classes/Non-Credit Classes at JHU	Up to \$5,250 annual limit for you and within that \$2,625 for your dependents. Non-credit classes, 2 per year. Cost: JHU paid.	120 days of employment.
Voluntary Benefits	Current offerings include Accident Insurance; Auto, Home & Renter’s Insurance; Critical Illness Insurance; Home Disaster Insurance; Hospital Indemnity Insurance; Identity Protection; Legal Plan; and Pet Insurance, employee paid through convenient payroll deduction.	Date of hire.
Commuter Assistance – WEX	Pre-tax employee deductions for commute-to-work public transit and non-JHU parking expenses. JHU paid transit and parking subsidy for eligible employees in MD and DC.	Date of hire.
Sick Leave	One day accrued per month of service each year.	Date of hire.
Vacation and Holidays	Vacation accrual: First year, 0.83 days per month; 2 nd -7 th year, 1.25 days per month; thereafter 1.83 days per month. Holidays: 14 days plus 2 floating holidays.	If date of hire is 1 st -10 th of the month, accrual coincides. If date of hire is 11 th or after, accrual begins the month following.
Birth Recovery Leave	Six weeks of paid leave for birth parent following childbirth. JHU paid.	1 yr. of employment.
Parental Leave	Four weeks of paid leave can be taken consecutively or intermittently in full days during the 12 months following birth or adoption. JHU paid.	1 yr. of employment.
Child Care Vouchers – WEX	Voucher award of \$1,000, \$2,500 or \$5,000 based on family adjusted gross income (AGI) and number of dependent pre-K children. Awarded per family. Combines with other tax-free employer-provided dependent care assistance capped at \$7,500 by the IRS.	120 days of employment.



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Child Care Scholarships	Scholarship funds available to four JHU child care centers: Homewood Early Learning Center, Bright Horizons at 98 N Broadway and Bayview, and Weinberg Early Childhood Center. Taxable awards of \$8,750, \$13,000 or \$17,250 based on family adjusted gross income (AGI), and number of dependent pre-K children. Can be stacked with Vouchers.	120 days of employment.
Backup Care – Bright Horizons	Up to 10 days of emergency backup care for children and adults per calendar year. Employees pay subsidized rate based on salary. Imputed income combines with other tax-free employer-provided dependent care assistance capped at \$7,500 by the IRS.	Date of hire.
Adoption Assistance and Gestational Surrogacy	Reimbursement of qualified expenses. Single adoption/surrogacy up to \$17,670 and 2 children simultaneously up to \$35,340 per family.	1 yr. of employment.
Johns Hopkins Employee Assistance Program (JHEAP)	24/7 access to emotional support and daily life assistance counselors. Available to all employees and their household family members. LifeMart and Perks at Work employee discount programs. Cost: JHU paid.	Date of hire.

Important Links	Internet Link	Phone
Benefits & Worklife	hr.jhu.edu/benefits-worklife	410-516-2000
Johns Hopkins Employee Assistance Program (JHEAP)	hr.jhu.edu/benefits-worklife/support-programs	888-978-1262
myLearning	hr.jhu.edu/learn-grow/mylearning	443-997-6809

This summary of JHU's benefit plans has been designed to acquaint you with features of the plans, and every attempt has been made to summarize these programs and policies accurately. The actual provisions of each plan will govern if there is any inconsistency between this summary and JHU's formal plans or contracts. This summary does not constitute a contract for any benefit; JHU reserves the right to modify or terminate its benefit plans.