

Benefit Plan	Post doctoral Fellow	Research Assistant	Post doctoral Research Associate	Senior Professional Research Staff
Medical Insurance	Fully-insured Plan	UVa Health Plan	Fully-insured Plan	UVa Health Plan
Dental Insurance	Included with medical; \$1,000 annual limit	Included with medical; \$1,500 annual limit	Included with medical; \$1,000 annual limit	Included with medical; \$1,500 annual limit
Vision insurance	Included with medical	Discount Vision Plan included with medical; Davis Vision optional	Included with medical	Discount Vision Plan included with medical; Davis Vision optional
Retirement Program	None	VRS	VRS	VRS or ORP
Disability Insurance	The Standard STD = 60% LTD = 60%	VSDP	VSDP	If VRS = VSDP If ORP = ORP Disability
Basic Life Insurance	The Standard 2x Pay	Minn Life 2x pay	Minn Life 2x pay	If VRS = Minn Life 2x pay If ORP = \$75,000
Optional Life Insurance	None	Minn Life up to 4x pay	Minn Life up to 4x pay	If VRS = Minn Life up to 4x pay If ORP = The Standard up to 4x pay
AD&D	The Standard 4x pay	Minn Life, double indemnity	Minn Life, double indemnity	If VRS = Minn Life, double indemnity If ORP = purchase with CIGNA
Annual Leave	None	Accrue at classified staff rates	22 days	22 days
Sick Leave	None	VSDP	VSDP	If VRS = VSDP If ORP = ORP Disability
TDSP	None	Fidelity, TIAA-CREF or Vanguard	Fidelity, TIAA-CREF or Vanguard	Fidelity, TIAA-CREF or Vanguard
Compensatory Leave	None	If designated employee or holiday worked	None	None
Cash Match	None	Yes	Yes	Yes
FSA	None	Chard-Snyder	Chard-Snyder	Chard-Snyder
Education Benefits	None	\$2,000 after 1 year waiting period	\$2,000 after 1 year waiting period	\$2,000 after 1 year waiting period