



OFFICE OF HUMAN
RESOURCES
AND COMPLIANCE

2026-2027 BENEFIT OVERVIEW

PART TIME EMPLOYEES (1000-1559 Hours)

Voluntary Retirement Plan The Standard Retirement Services, Inc.		
All non-student employees are eligible to participate immediately upon commencing employment.		
• Pre-tax or post-tax (Roth) contributions. • Two-year cliff vesting for employer match contributions. • Must work a minimum of 1,000 hours annually to receive Messiah contribution. • A year in which 1,000 hours is not met does not count toward vesting. • Financial advising services available through Capital View Wealth Management.	Employee contributes	Messiah contributes
	2.50%	3.00%
	5.00%	6.00%
	7.50%	8.00%
Tuition Reduction for Dependents/Spouses		
This benefit provides tuition assistance for up to a first bachelor’s degree for spouses and dependents attending Messiah University. The benefit is based on completed years of service.		
Tier I Only – Messiah University		
Vesting Period	3-Year Vesting	
Completed Years of Service	% of Tuition	
1	16.6%	
2	33.3%	
3	50.0%	
Time off Benefits		
Funeral Leave	Immediate Family: up to 5 workdays, in full-day increments, per occurrence Non-Immediate Family: up to 2 workdays, in full-day increments, per occurrence Non-Family: up to 1/2 workday per occurrence, not to exceed three occurrences (1 ½ workdays) annually.	
Paid Holidays	Eligible for paid holidays that occur during regular work schedule: New Year’s Day Martin Luther King, Jr. Day Good Friday Easter Sunday (if regularly scheduled) Memorial Day Juneteenth Independence Day Fall Break (supervisor to assign one day that week) Thanksgiving Day Day after Thanksgiving Christmas Eve Day Christmas Day University closed between Christmas and New Year’s Day as announced	

INFORMATION BELOW PERTAINS TO ADMINISTRATIVE AND STAFF EMPLOYEES ONLY

Time Off Benefits	
Sick Leave	Pro-rated based on time actually worked, accrued.
Personal Leave	Pro-rated based on time actually worked. Unused hours do not carryover.
Vacation Leave	Pro-rated based on time actually worked, accrued. Maximum 80 hours annual carryover limit. Maximum 160 cumulative hours carryover limit.

Specific details regarding these benefits are stored in the **PolicyCentral** system and can be found on the web at www.messiah.edu/human-resources/benefits/ or are available from the Office of Human Resources. The University reserves the right to alter or eliminate these benefits at any time without prior notice.