



## Campus Benefits and Recognition Award Policy

Brigham Young University provides specific campus benefits to eligible employees, retirees, and their spouses and other dependents. BYU also provides service and retiree recognition awards to employees who meet the age and years-of-service requirements.

A current list of campus benefits and service recognition awards, eligibility requirements, and award amounts is provided in the Campus Benefits and Recognition Award Procedures. The university may discontinue any campus benefit or award program at any time and may establish or alter benefit eligibility criteria as deemed appropriate in the university’s sole discretion.

### Eligibility Requirements

All months of BYU employment in an eligible classification, beginning with the hire date in the eligible classification, count toward years-of-service time. Any approved leave of absence counts toward years-of-service time, as long as the employee returns to BYU employment after the approved leave of absence. The chart below outlines classifications of eligible employees and program eligibility.

Eligible Employee Classification	Campus Benefits in Retirement	Service Award	Retirement Recognition
Full-Time Regular Faculty* and Athletic Professional	Yes	No	Yes
Full-Time Staff and Administrative	Yes	Yes	Yes
¾-Time Staff and Contract	No	Yes	No

\* Includes both continuing faculty status (CFS) track faculty appointments and non-CFS track fixed-term faculty appointments. See [Non-CFS Track Academic Appointments Policy](#).

BYU employment in a non-eligible classification or employment with other organizations owned, controlled, operated by, or affiliated with of The Church of Jesus Christ of Latter-day Saints does not count toward the campus retirement benefits and recognition award programs described in this policy.



---

BYU employees are eligible for retiree benefits and recognition described in this policy if they are at least 55 years old and have 10 years of full-time BYU employment at the time of their retirement.

### **Campus Benefits**

BYU provides campus benefits to eligible employees, retirees, and their dependents as provided in the Campus Benefits and Recognition Award Procedures.

### ***Surviving Spouse and Dependents of Deceased University Employees or Retirees***

The surviving spouse and dependents of deceased full-time university employees and retirees continue to be eligible for the campus benefits for which they were eligible at the time of the eligible employee's or retiree's death. A surviving spouse's eligibility for these benefits continues in the event of his or her remarriage, but campus benefits do not extend to the new spouse or to stepchildren.

### **Recognition Awards**

BYU provides service and retiree recognition awards to employees who meet the age and years-of-service requirements as provided in the Campus Benefits and Recognition Award Procedures.

### ***Service Recognition Award***

The service recognition award program recognizes full-time and  $\frac{3}{4}$ -time administrative and staff employees with a certificate and gift at the end of each five-year period of full-time employment. This is supplemental to any other recognition or award.

### ***Retiree Recognition***

Eligible retirees may receive a one-time retirement event and gift or award upon retirement.

### **Emeritus Faculty Status**

For information on emeritus faculty status, see the [Emeritus Faculty Status Policy](#).

**APPROVED:** 24 Apr 2023

**PRIOR VERSION:** N/A

**APPLICABILITY:** This policy applies to all  $\frac{3}{4}$ -time employees, full-time employees (staff, administrative, and faculty), and eligible retirees.



**POLICY OWNER:** Administration Vice President and CFO

**RESPONSIBLE OFFICE:** Benefits Services

**IMPLEMENTING PROCEDURES:** [Campus Benefits and Recognition Award Procedures](#)

**RELATED POLICIES:**

- [Campus Life Facilities Use Policy](#)
- [Emeritus Faculty Status Policy](#)
- [Identification \(ID\) Card Policy](#)
- [Traffic and Parking Policy](#)
- [University Personnel Tuition Policy](#)