Benefits Administration

**BENEFITS FACT SHEET**

**EXECUTIVE, ADMINISTRATIVE, PROFESSIONAL & RESEARCH FACULTY POSITIONS**

**RELOCATION EXPENSES**
- Reimbursement – Employee and immediate Family (Economy Class Airfare) only
- Relocation and moving expenses specified on employment contract

**HOUSING**
- On-Campus Housing (Units for rent based on availability)

**INSURANCE PROGRAMS**
- Group Health, Dental, Prescription Drugs, and Employee Assistance Program (EAP)-Compulsory
- Group Life, Accidental Death and Dismemberment/Non-Contributory - $10,000
  - Contributory – Plan A @ 1x, 2x’s, 3x’s, 4x’s base annual salary
  - Plan B @ $10,000, 15,000, $25,000, $50,000, $75,000, $100,000, $150,000
- **Death Benefits (3/5 of base salary paid to next of kin)**
- Income Disability (Eligible after one year of continuous employment)
- Medical Air Services Association – MASA (Optional)
- American Family Life Assurance Company of Columbus-AFLAC (Optional)
- Worker’s Compensation
  - **(Executive, Administrative and Research Faculty positions only)**

**RETIREMENT-DEFINED CONTRIBUTION or DEFINED BENEFIT PLAN-COMPULSORY**
- TIAA-CREF - Employee percentage=8%, Employer Percentage=14.5% OR Government Employees
- Retirement System (GERS)-Tier II ***Employee percentage= *10.5%, Employer Percentage=20.5%.
  - *Participants that have uninterrupted service credit of more than five years with GERS prior to October 1, 2005, employee contribution is 0.5% less than the Tier II rate. The contribution rate will increase by 1% each year through 2017 for all active participants enrolled in GERS.
  - *** (Employees who fail to enroll in the TIAA-CREF retirement plan within thirty (30) days from the date of employment will automatically be enrolled in the GERS Retirement Program)

**RETIREMENT-TAX DEFERRED CONTRIBUTION ACCOUNT (Optional)**
- Group Supplemental Retirement Annuity Account (GSRA) & 457B Supplemental Retirement Annuity Account

**EDUCATION**
- Free tuition For Full-time Employees, Spouse, and Eligible Dependents
- Tuition Exchange Program for Eligible Dependent Children
- Auditing Privileges
- Library Privileges

**HEALTH SERVICES**
- On-Campus Medical Services ($40.00 per visit)
SAVINGS PLAN
Federal Credit Union

LEAVE
Annual Leave - 21 days per year (accrual of 12.25 hours per month)
Sick Leave - 15 days per year (accrual of 8.75 hours per month)

PRE-TAX BENEFITS
Premium Only Plan
Medical and Dependent Care Reimbursement Plan (Flexible Spending Account)

OTHERS
Direct Deposit of payroll checks
Notary Public

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