Benefits Administration

BENEFITS FACT SHEET
REGULAR STAFF POSITIONS

• **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 @ $5,000, $10,000, 15,000, $25,000, $50,000, $75,000, $100,000, $150,000
  Medical Air Services Association – MASA (Optional)
  American Family Life Assurance Company of Columbus-AFLAC (Optional)
  Worker’s Compensation

• **RETIREMENT: DEFINED CONTRIBUTION ACCOUNT-COMPULSORY**
  Employee percentage Tier II =*10.5%, Employer Percentage=20.5% for Government Employees Retirement System-
  **GERS** (*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 under GERS.)

• **RETIREMENT-TAX DEFERRED CONTRIBUTION ACCOUNT (Optional)**
  Group Supplemental Retirement Annuity Account (GSRA) & 457(B) 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 - 15 days per year (21 days per year after three years of employment)
  Sick Leave - 15 day per year

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

• **OTHERS**
  Direct Deposit of payroll checks
  Notary Public

Revised 02/10/2016