



## 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)

over

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**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

Revised 02/09/2016