

**Next Lives Here.** The University of Cincinnati is an urban public university with an environment of academic excellence fostered by our core values, innovation and impact. We are committed to offering competitive benefits plans that maximize our ability to recruit, retain, reward and motivate highly-qualified faculty and staff. The university also recognizes the value of a work environment that is engaging, supportive, and collaborative, and is dedicated to the growth and development of each individual.

**UC offers a wide array of excellent, affordable benefit options to meet the needs of you and your family.**

**Find additional information about our benefit plans and eligibility on our website to help you Choose Well: [bit.ly/uc-benefits](https://bit.ly/uc-benefits).**

## Your Health and Wellness Are Important

### **MEDICAL, DENTAL AND VISION PLAN OPTIONS**

#### **Medical Plans**

Two medical plans are offered providing comprehensive medical, prescription and preventive coverage: a **Health Savings Account (HSA)/High Deductible Health Plan (HDHP)** and a traditional **PPO medical plan**. The university contributes to a Health Savings Account for those enrolled in the HSA/HDHP. Enrollment in either plan allows an employee to join Sydney, a free cost/quality tool for medical services.

#### **Dental Plans**

Our dental plans provide comprehensive dental coverage. Orthodontics for dependent children are available for some employee classifications.

#### **Vision Plan**

The 'materials only' vision plan provides services such as eye glasses and contact lenses. Enrollment includes discounts for many vision and non-vision services including hearing aids.

#### **Be Well UC**

Join Be Well UC, UC's award-winning employee wellness program! Be Well provides enriching programs and activities to enhance your health and wellness.

#### **Flexible Spending Accounts**

The university offers **Healthcare** and/or **Dependent Care** Flexible Spending Accounts. Contribute up to \$2400 pre-tax to the Health Care FSA and/or up to \$5,000 into a Dependent Care FSA.

## Create a Strong Safety Net

### **LIFE AND LONG TERM DISABILITY PLANS**

#### **Life Insurance Coverage**

Protect your family with life insurance in the event of your death. A variety of coverage levels are available.

Life Insurance is available for the employee's spouse/domestic partner and dependent children.

#### **Long Term Disability Coverage**

Long Term Disability (LTD) insurance pays you a benefit if you are unable to work because of a disabling injury or illness. Employees may insure 60% (6-month elimination period) or 65% (4-month elimination period) of their base pay.

#### **Personal Accident Insurance**

Personal Accident Insurance (PAI) provides you or your family with a benefit if a covered person dies as the result of an accident. A variety of coverage levels are offered.

#### **Additional Options Available**

Looking for more ways to protect your family's health and finances? **Accident Insurance** and **Critical Illness Insurance** plans are available and pay a cash benefit in the event of an unforeseen illness or injury.

### **RETIREMENT SAVINGS PLANS**

The University of Cincinnati supports the efforts of faculty and staff in planning a fulfilling, financially secure retirement. Two state-mandated retirement programs are the State Teachers Retirement System (STRS) and the Ohio Public Employees Retirement System (OPERS). The Alternative Retirement Plan (ARP) is available to eligible employees in lieu of OPERS or STRS.

Employees of Ohio public institutions do not contribute to Social Security other than Medicare contributions.

### Staff (including Librarians)

The Ohio Public Employees Retirement System (OPERS) is the retirement plan system available to **staff**. Eligible staff and librarians will be enrolled in OPERS unless they choose the Alternative Retirement Plan (ARP). Staff contribute 10% (pre-tax) of their salary to the retirement plan. The university contributes at a rate of 14% of the staff member's salary to his/her retirement plan. Law enforcement employees contribute 13% (pre-tax) of their salary to the retirement plan. The university contributes at a rate of 18.10% of the employee's salary to his/her retirement plan.

### Faculty

The State Teachers Retirement System (STRS) is the retirement plan system available to **faculty**. Eligible faculty will be enrolled in STRS unless they choose the Alternative Retirement Plan (ARP). Faculty members contribute 14% (pre-tax) of their salary to the retirement plan. The university also contributes at a rate of 14% to the faculty member's retirement plan.

### Supplemental Pre-Tax Retirement Savings Opportunities

Enhance your retirement savings through voluntary contributions to a Supplemental Retirement Account (SRA). UC offers **457** and **403(b)** Plans.

### EMPLOYEE ASSISTANCE PLAN (EAP)

The university's Employee Assistance Program allows employees and their families to obtain free, confidential support to help manage life's problems.

## Never Stop Learning

### EDUCATIONAL, ENRICHMENT & OTHER BENEFIT OPPORTUNITIES

#### Tuition Remission

Tuition remission is available for employees and their eligible dependents. For employees, tuition remission pays the instructional fee and most other fees for classes at UC. Tuition remission for dependents pays the instructional fee for credit-based undergraduate and most graduate courses at UC.



#### Staff Success Center

The Staff Success Center (SSC) provides employees with numerous options to develop their skills, knowledge, and abilities.

#### Faculty Enrichment Center

The Faculty Enrichment Center strives to create a culture of engagement for our UC faculty.

#### Communiversality

Take a course just for the joy of it through Communiversality. Classes are non-credit. Employee discounts are available.

#### UC Libraries

Enjoy state-of-the-art resources in our libraries.

#### Time Off Work Policies

The university recognizes the importance of employee and family-friendly time off work options.

UC offers generous paid vacation and sick leave.

The university observes many holidays each calendar year. In addition, the university is closed for Winter Season Days between December 25 and January 1.

#### Rowe Loan

UC offers a loan program (called the Rowe Loan) to eligible employees to help cover unforeseen expenses for emergencies and necessities.

#### Campus Recreation Center

Join our state-of-the-art fitness centers at a significantly discounted rate.



#### Day Care Centers

UC offers two day care options for employees: UC Early Learning Center and Arlitt Center for Education.

#### Discounts

Enjoy discounts on campus activities and services, including Bearcats sporting events, College Conservatory of Music performances, the UC Bookstore, and more!

## QUESTIONS?

Email [benefits@uc.edu](mailto:benefits@uc.edu)