



SUMMARY OF FULL-TIME FELLOWSHIP STAFF BENEFITS

EMPLOYER-PROVIDED BENEFITS

Health Insurance

The University provides group medical, prescription, dental, and vision coverage to full-time benefit eligible employees. Coverage is effective on the date of hire, provided proper enrollment procedures are completed. The University also permits, under certain conditions, employees to choose between participating under the University's group health insurance program or waiving the coverage and receiving a monthly payment.

EMPLOYEE HEALTHCARE CONTRIBUTIONS

PPO Plan

		SINGLE Coverage		EMPLOYEE + 1 Coverage		FAMILY Coverage	
		<i>Biweekly Deduction</i>	Annual	<i>Biweekly Deduction</i>	Annual	<i>Biweekly Deduction</i>	Annual
<i>Employee Contribution</i>		\$54.75	\$1,314	\$109.50	\$2,628	\$192	\$4,608
<i>Insurance Waiver (Pay-out)</i>		\$100 per month credit	+\$1,200	\$150 per month credit	+\$1,800	\$200 per month credit	+\$2,400

HDHP (High Deductible Health Plan)

		SINGLE Coverage		EMPLOYEE + 1 Coverage		FAMILY Coverage	
		<i>Biweekly Deduction</i>	Annual	<i>Biweekly Deduction</i>	Annual	<i>Biweekly Deduction</i>	Annual
<i>Employee Contribution</i>		\$10.50	\$252	\$21	\$504	\$37.50	\$900
<i>Insurance Waiver (Pay-out)</i>		\$100 per month credit	+\$1,200	\$150 per month credit	+\$1,800	\$200 per month credit	+\$2,400

An overview of the healthcare plan will be provided during an individual's benefit orientation

Ohio Public Employees
Retirement System (OPERS)
or Alternative Retirement
Plan (ARP)

University employment is not covered under Social Security. Rather, full-time administrative employees have the choice between electing a retirement plan through the state-sponsored Ohio Public Employment Retirement System (OPERS) or an Alternative Retirement Plan (ARP) which is administered by private investment companies. Contributions to the OPERS or an ARP are mandatory at the present time. There is a 120-day election period to enroll. Current vendors approved by the State Department of Insurance for the ARP are AXA Equitable, Lincoln Financial, TIAA-CREF, VALIC, and VOYA (subject to change). Current employee and employer contribution rates are shown below.

Effective 7/1/17	OPERS State Retirement	Alternative Retirement Plan
Employee Contribution	10.00%	10.00%
SSU Retirement Contribution	14.00%	11.56%
OPERS Unfunded Liability		2.44%

Sick Leave

Fellows receive 120 hours of sick leave credit upon hire and annually thereafter. Sick leave shall not be carried over from year to year, or paid out at the time of separation.

Vacation Leave

Fellow receive 80 hours of vacation leave will be applied upon hire and annually thereafter. Vacation leave shall not be carried over from year to year, or paid out at the time of separation

Athletic Center

Membership to the Sports Center is FREE for active full-time employees and immediate family members. (Spouse and dependent children age 14 and older)

Health Clinic

Employees may utilize the University Health Clinic as needed for the payment of \$20 per visit. These payments will be processed through payroll deduction and employees will be required to complete a payroll deduction authorization form at the time the services are rendered.

Library

Our Library is available to you and your family members during their normal operating hours.

Parking

Off-street parking and/or designated faculty & staff parking is free at the present time. A key card to access the restricted faculty and staff parking lot can be obtained in Human Resources.

Direct Deposit/PayCard

University employees are paid on a biweekly basis. For your convenience, you may have your paycheck direct deposited to any bank of your choice or you may have your pay deposited to the U.S. Bank PayCard.

Safety & Security

For campus safety and security information please refer to www.shawnee.edu. Under Offices, select Public Safety. Under Important Links, located on the left side of the page, click "Campus Security and Fire Safety Report (PDF)."

DISCLAIMER: The above information is intended solely as a summary and should not be construed as a guarantee of a specific benefit. University provided benefits are subject to change according to appropriate labor agreement revisions, Board of Trustee policies, or legislative/regulatory changes in law.

VOLUNTARY BENEFITS

Supplemental Retirement Annuities

Employees can set aside additional retirement savings through a qualified Annuity (403(b) plan) or Deferred Compensation (457b) plan. Voluntary contributions are tax-deferred and payroll deducted. Interested employees must sign a Salary Reduction Agreement (designating the dollar amount or percentage of pay to be deducted) and contact one of the following vendors:

403(b) Plan	VALIC Ameriprise	VOYA (formerly ING) TIAA (formerly TIAA-Cref)
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457b Plan	VALIC Ohio Public Employees Deferred Compensation Plan
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Flexible Spending Account

This voluntary benefit allows employees who elect the PPO Plan to set aside money on a tax-free basis to be used for out-of-pocket medical expenses. Enrollment is offered upon hire or during an annual Open Enrollment period. Limited purpose (LPFSA) and Dependent Care flexible spending (DCFSA) accounts are also offered to employees who elected the HDHP plan.

Health Savings Account

The health savings account (HSA) is available to employees who elect the High Deductible Health Plan. The money in this account is tax exempt, belongs to you and can be used to pay or reimburse for certain medical expenses. For 2018, Shawnee State will make an employer contribution into the HSA account for all employee groups as follows: \$650 for employees with Single coverage, \$1200 for employees with Employee +1 coverage, and \$1500 for employees with Family coverage.

Whole Life, Accident, Critical Illness/Cancer

Whole life insurance, accident, critical illness/cancer coverage is available for employees, spouses, and eligible dependents. These voluntary policies are available via payroll deduction through Humana.

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