

# ***Benefits Summary***

## ***Part-time Unrepresented Monthly and Bi-weekly***

***Effective January 1, 2010***

The following is a summary of employee benefits for regular part-time unrepresented employment for an FTE of less than 80%. For detailed information and interpretation of any benefits, refer to the appropriate policy and procedure, collective bargaining agreement, or contact the Human Resources Department at 513-556-6381.





<b>BENEFIT</b>	<b>OPTIONS</b>	<b>DESCRIPTION</b>	<b>PRE-TAX or AFTER TAX</b>	<b>CONTRIBUTIONS and/or DEDUCTIONS</b>
<b>Retirement</b>	<b>Ohio Public Employees Retirement System (OPERS) Including titles: Librarian, Visiting Artist, Visiting Assistant, Visiting Scholar, or Visiting Scientist)</b>	This plan is what is known as a Defined Benefit plan. Your retirement benefit is based on a formula. OPERS replaces Social Security (SS), therefore no contributions are made to the Old Age, Survivors and Disability program under SS. You and the university will each contribute 1.45% of your income for Medicare. In the event of death, survivorship benefits may be available to your dependents. Should you separate from UC, you may request a refund or roll-over of your accumulated contributions.	Pre-tax	Your contribution is 10% of your pre-tax earnings.
<b>Tuition Remission</b>		This benefit is effective the term that begins after the first day of the month following 28 days of employment. Tuition remission benefits do not include any ancillary fees (i.e. general fees, computer fees, books, or lab materials). Your term benefits include: 3 credit hours for yourself only.	After	Graduate tuition remission benefits are taxable for the employee if more than \$5,250 in a calendar year. You are taxed at the end of the quarter in which benefits were received.
<b>Sick Time</b>		There is no maximum accumulation of sick time. The accrual rate is a percentage of 15 days per year. The accrual rate is based upon the number of hours worked per pay period. Upon separation from employment with UC, you will not be paid for any unused sick days (however, if you are going to another state institution these days may be transferable). At retirement, eligible employees will receive a partial payout of their unused sick balance.	N/A	N/A



<b>BENEFIT</b>	<b>OPTIONS</b>	<b>DESCRIPTION</b>	<b>PRE-TAX or AFTER TAX</b>	<b>CONTRIBUTIONS and/or DEDUCTIONS</b>
<b>Vacation</b>		Part-time exempt and non-exempt administrative/professional staff accrue vacation on a prorated basis according to the number of hours worked. Vacation may accrue from year to year up to the maximum days accrued per year during a three year period. These vacation accruals increase as the number of years of service increase. Vacation time may be utilized after six months of continuous employment. Upon separation from employment with UC (having completed at least six months of service) you will be paid any unused vacation.	N/A	N/A
<b>Domestic Partner Benefits</b>	<b>Sick Time and Campus Recreation Center Membership</b>	Both same and opposite sex domestic partners are eligible if each are eighteen years of age or older; residing together; sharing the same permanent residence, with the intent to continue doing so indefinitely; are not related by blood closer than would otherwise prohibit legal marriage; are not married to anyone; and are jointly financially responsible for basic living expenses.	After	You pay the full cost of the discounted Campus Recreation Center Membership.



This page provides an overview of the many and varied benefits available to UC employees. UC strives to provide a competitive benefits package and a rewarding work environment. The total benefits and compensation received by UC employees ranks favorably with many other large employers. This is just one way of showing how much we appreciate your hard work.

<p><b>RETIREMENT/INSURANCE:</b>  OPERS  403(b) Tax Deferred Opportunities  457 Tax Deferred Opportunities  Cafeteria Benefits Plan                    providing Pre-Tax Savings  Unemployment Insurance</p> <p><b>EDUCATION:</b></p> <p>Tuition Remission                    [Self]  UC Libraries</p>	<p><b>FINANCIAL:</b>  CINCO Federal Credit Union  Payroll Direct Deposit                    [net plus five deductions]  Payroll Deduction for                    U.S. Savings Bond Purchase  Payroll Deduction for Parking                    [Pre-Tax]  Bearcat Campus Card  Discounts on Entertainment,                    Activities, and Services  Free Remote Access Internet                    Modem Pool  Automated Teller Machines  Credit for Military Service  UC Bookstore 15% Discount  10 Paid Holidays</p> <p><b>WELLNESS SERVICES:</b>  Employee Assistance Program  [REACH]  UC Wellness Center</p>	<p><b>SPECIAL SERVICES/PROGRAMS:</b>  Benefits Fair  Service Awards  Motorist Assistance Program  Campus Shuttle Service  Personalized Benefits Counseling  Retirement/Financial Planning                    Seminars  Campus Recreation Center Discount  Intramural Sports/Recreation Teams  Bearcat Fitness Trail  Leave of Absences  Leave Donation Program  College Conservatory of Music                    Entertainment  Nightwalk Escort Program  Campus Post Office  UC Women’s Center  Development and Training                    Opportunities  UC Child Care Center  OhioLink  UC*Metro Program</p>
---	--	--

For additional information visit our web site at <http://www.uc.edu/hr>