

# UC Benefits

<b>Part-time Unrepresented, Unclassified Staff</b>	(<75% FTE)
<b>Part-time Classified Bi-weekly Staff</b>	(<75% FTE)
<b>Term Adjunct Faculty</b>	(1-49% FTE)
<b>Faculty, College of Medicine</b>	(1-49% FTE)
<b>Faculty, College of Medicine</b>	(50-64% FTE)
<b>Visiting Faculty: Short Term</b>	(less than one full academic year)

*This summary provides an overview of benefits available to the above University of Cincinnati employees. For detailed information regarding UC benefit plans, eligibility, university rules or the plan documents which govern the plans, visit <https://mailuc.sharepoint.com/sites/HR-Benefits>. In the case of any conflict between this document and the official document, the plan document governs.*

## Retirement Plan Options

You will not contribute to Social Security as a public employee in the State of Ohio. You and the university will each contribute 1.45% of your income to Medicare.

### Ohio Public Employees Retirement System (OPERS); Staff only

- This plan offers you a choice of defined benefit plan, defined contribution plan, and a combined plan. Survivorship benefits may be available in the event of death. Should you separate from UC, you may request a refund or roll-over of your accumulated contributions.
- Your contribution is 10% of your pre-tax eligible earnings.
- The university contributes 14% of eligible pay on your behalf. For more information refer to [www.opers.org](http://www.opers.org).

### State Teachers Retirement System (STRS); Faculty only

- This plan offers you a choice of a defined benefit plan, defined contribution plan, and a combined plan. Survivorship benefits may be available in the event of death. Should you separate from UC, you may request a refund or roll-over of your accumulated contributions.
- Your contribution is 14% of your pre-tax eligible earnings.
- The university contributes 14% of eligible pay on your behalf. For more information refer to [www.strsoh.org](http://www.strsoh.org).

### Voluntary Retirement Plans 403(b) and 457

- You can supplement your retirement savings by contributing to the university's 403(b) and/or the Ohio Deferred Compensation Plan (457).
- You can contribute the maximum amount allowed by law.

## Sick Time

This section is not applicable to Term Adjuncts, COM faculty 1-49% FTE, Visiting Faculty (short term).

- Part-time classified and unrepresented, unclassified employees and COM Faculty 50-64% FTE refer to appropriate sick leave policy available online.

## Tuition Remission

Part-time unrepresented and classified staff and COM Faculty 50-64% FTE: this benefit becomes available the semester that begins after the first of the month following 28 days of employment. Term Adjunct and COM Faculty 1-49% FTE: tuition remission becomes available on the first day of the term in which you teach. There are some circumstances where graduate tuition remission is taxable. Tuition remission is not available for dependents.

### Employee

- Your benefit includes four credit or audit hours per semester at any UC campus or online program. Tuition remission benefits include many ancillary fees (i.e. campus, general, IT fees). Tuition remission does not cover late fees.

## Vacation Time

This section is not applicable to Term Adjuncts, COM Faculty 1-49% FTE and part-time, classified bi-weekly employees or Visiting Faculty (short term).

- Part-time unrepresented, unclassified employees and COM Faculty 50-64% FTE refer to appropriate vacation policy available online.

# Choose Well

Questions?

Please contact [benefits@uc.edu](mailto:benefits@uc.edu) 513-556-6381

<https://mailuc.sharepoint.com/sites/HR-Benefits>