

# RESEARCH FELLOW BENEFITS SUMMARY

Scheduled to work 20 - 40 hours per week (0.5 - 1.0 FTE)

Effective July 1, 2017



## Group Health, Dental, and Vision Plans

[cincinnatichildrens.org/careers/working/benefits](http://cincinnatichildrens.org/careers/working/benefits)

### Health and Wellness Services

No cost health coaching and health risk appraisals available

Incentives for participating in health and wellness challenges

### Pre-Tax Spending Accounts

Health Savings Account (HSA), Healthcare Flexible Spending Accounts (FSA) and Dependent Care FSA are available

### Group Life Insurance

Benefit is two times annual salary up to a maximum of \$300,000

### Group Short Term Disability

Benefit is 100% of earnings for up to 6 months (or 26 weeks) for medically necessary leaves; coverage begins on date of hire

### Group Long Term Disability

Benefit is 60% of monthly pre-disability earnings to a maximum monthly benefit of \$15,000

### Paid Time Off (PTO)

Accrue 24 days per year (including holidays) prorated by FTE status (i.e., 24 days x 8 hours x FTE status)

### Retirement Plan

Defined Benefit pension plan in which you earn an amount equal to 15% of your pay each calendar year in which you are paid for 1,000 or more hours of service

100% vested after 3 calendar years with 1,000 hours or more of service

## Voluntary Retirement Savings

Payroll deducted pre-tax 403(b) Employee Savings Plan through TIAA-CREF

- Maximum annual regular contribution of \$18,000 for 2016
- Participants age 50 or older can make additional or "catch-up" contributions to the plan of \$6,000 for 2017

## Tuition Assistance

Reimbursement up to \$5,250 per year for undergraduate courses and up to \$7,500 for graduate courses

## Employee Assistance Program

Provides concierge and wellness services in addition to confidential assessment, counseling, and referrals at no cost to the employee

## Optional Insurances

Supplemental Life, Supplemental Disability, Accident, Critical Illness, Legal Services, and Home and Auto are available with payroll deductions

## Other Benefits Include:

- Section 529 College Savings Program
- Adoption Assistance
- Identity Theft and Privacy Protection
- On-site Concierge Service
- On-site Employee Clinic

*Effective January 1, 2015, newly hired employees will be auto-enrolled in the 403(b) Employee Savings Plan at 3%. The employee will have the option to cancel or change the enrollment.*