

Owens Community College - Benefits at a Glance (2020)

Owens Community College (“OCC”) provides a comprehensive benefit program as part of a total compensation package for all full-time faculty and staff. Below you will find a summary of those benefits.

HEALTH & PRESCRIPTION DRUG INSURANCE:

OCC offers two medical plans administered through Aetna. Both plans include prescription drug coverage administered by Aetna Pharmacy. All plans offer in-network and out-of-network coverage.

Plan A: Traditional PPO (Preferred Provider Organization)

Plan B: High Deductible Plan

HEALTH ACCOUNTS

OCC offers three types of Health Accounts that will allow employees to set aside pre-tax dollars to pay for out-of-pocket expenses for themselves and eligible dependents.

Health Savings Account/HSA

Flexible Spending Account (FSA) - Medical

Flexible Spending (FSA) – Dependent Day Care

DENTAL COVERAGE

Dental coverage is offered through Delta Dental of Ohio. The plan provides full coverage for diagnostic and preventive care and additional coverage for other dental services.

VISION COVERAGE

Vision coverage is offered through VBA. The plan offers in-network and out of network coverage for eye exams, frames and lenses.

LIFE & DISABILITY INSURANCE

OCC offers basic life insurance through Ochs, a Securian Life Company. The basic coverage is equal to twice the employee’s annual salary, not to exceed \$300,000 (rounded to next higher \$1,000).

Long-term disability insurance is offered through UNUM. The amount of the benefit an employee receives is based on salary earned before the disability began.

RETIREMENT

OCC offers several options for meeting retirement goals. Retirement program eligibility is based on employment type.

SERS – Ohio School Employees Retirement System

STRS – State Teachers Retirement System

ARP – Alternative Retirement Plan

SUPPLEMENTAL RETIREMENT PLANS

OCC offers supplemental savings options that allow an employee to set aside additional money through pre-tax contributions to help reach retirement goals.

Ohio Deferred Compensation (457)
403(b) program options

WORK LIFE BALANCE

An Employee Assistance Program (“EAP”) is offered through Unum. This benefit offers confidential support to employees and eligible family members. This also offers a host of ancillary programs and information on identity theft, elder care, legal services, etc.

TUITION FEE WAIVERS

OCC offers tuition fee waivers for eligible employees, spouses, and dependent children.

LEAVE

Sick leave accrual for full time employees is 10 hours per month.

Personal time is available to non-exempt, full-time employees at 16 hours per fiscal year.

Vacation leave is available for twelve-month employees.

HOLIDAYS

The College generally observes the following holidays: New Year’s Eve and Day; Martin Luther King Day; Memorial Day; Fourth of July; Labor Day; Veteran’s Day; Thanksgiving Day, including the Wednesday before and Friday after Thanksgiving; and Christmas through New Year’s Day.