

# OBERLIN

COLLEGE & CONSERVATORY

## DEPARTMENT OF HUMAN RESOURCES

### SERVICE EMPLOYEES' BENEFITS

Before your first day of work, please submit your onboarding paperwork to Human Resources. You will also be scheduled to attend a "New Employee Orientation" for an overview of your benefits and OC policies.

**NOTE: Paychecks, health insurance, etc., cannot be processed until you officially sign -in at the Department of Human Resources. The benefit plans listed below have a 31-day initial enrollment period. If you do not enroll within that time period, you will have to wait until Open Enrollment, which has an effective date of January 1 of the following year.**

#### PAYROLL

Payroll is processed Bi-weekly and is paid on Friday. Direct Deposit is required with the ability to deposit at the institution(s) of choice. Enrollment will take place at the time of processing at the Department of Human Resources.

**GROUP HEALTH INSURANCE – Consumer Driven Health Plan (CDHP) w/Health Savings Account (HSA)** The cost of the Consumer Driven Health Plan (CDHP) with a Health Savings Account (HSA) is 1.75% - 4.50% of your gross bi-weekly salary. Spouses are eligible for health coverage. If the spouse is also an Oberlin College employee, with no dependents, both employees must carry single coverage. If there are dependents, then a family plan must be taken. When family plan is taken, the cost shall be deducted from the employee with the higher salary.

#### FLEXIBLE SPENDING ACCOUNT (FSA)

The Dependent Care FSA allows an employee to set aside a predetermined amount of pre-tax dollars to cover certain out-of-pocket expenses. A Dependent Care FSA can be established for dependent care expenses for children under the age of 13 or for elderly dependents who reside with you. Eligible expenses include day care, preschool, before/after school programs, summer camps.

#### HEALTH SAVINGS ACCOUNT (HSA)

Employees who choose the Consumer Driven Health Plan (CDHP) will automatically be enrolled in a Health Savings Account (HSA). A HSA is a tax-advantaged plan that allows both the employee and the employer to contribute funds to be used for current qualified health care expenses with the option to accumulate savings for the future. Oberlin College makes contributions to the Health Savings Account of up to \$1,000 per year for Single, \$1,700 for Employee + Spouse or Employee + Child and \$2,000 for Employee + Spouse + Child(ren).

#### VOLUNTARY VISION INSURANCE

A voluntary vision plan, paid fully by participating employees, is offered. The plan covers an annual examination and one pair of standard glasses or for contact lenses. A small deductible amount is required at the time of service for exam and glasses or contact lenses. The premium will be deducted from the employee's paycheck on a pre-tax basis.

Monthly premium information: Single \$7.34; Single+1 \$14.68; Family \$20.20.

#### VOLUNTARY DENTAL INSURANCE:

There are three Dental plans to choose from with Superior Dental, a PPO plan providing in and out-of-network benefits. The Core plan covers preventative and basic services. The Enhanced plan covers preventive, basic, major, and orthodontia (to members < 20 yrs. old) services. The third option Network Only plan providing in-network benefits only. Premium rates differ based on plan and coverage you have in place. The monthly premium rate will be deducted from the employee's paycheck on a pre-tax basis.

**Superior Dental CORE plan option** - Single:\$27.16; Single+1: \$54.43; Family: \$99.33

**Superior Dental. ENHANCED plan option** – Single:\$33.78; Single+1: \$67.47; Family: \$123.12

**Superior Dental NETWORK ONLY plan** – Single: \$23.18; Single+1: \$46.37; Family: \$83.44

#### TERM LIFE INSURANCE AND ACCIDENTAL DEATH AND DISMEMBERMENT

**Basic Life and AD&D:** Funded entirely by the College; a plan of 1 X annual earnings to a maximum of \$200,000.

**Optional/Supplemental Life and AD&D:** Funded entirely by the employee. The Plan allows an employee to choose the additional amount of Life and AD&D for him/herself and dependents. Group premium rates are age-banded.

#### DISABILITY INSURANCE

Employee's medical condition must meet the serious health condition definition under the FMLA. After 10 consecutive working days of absence for a certified non-employment related illness or injury, pay continues at 60% up to 6 months with medical justification. Employee may be asked to return with restrictions when released by their doctor. For income continuance after 180 days of certified disability, employees must apply for and be approved for Long-Term Disability, which will provide pay at 60% of salary.

## RETIREMENT PROGRAM

### Plan Contributions as a Percentage of Salary

Employee Age	26-34	35-44	45-54	55+
<b>Base Contribution on first \$100K of earnings</b>				
Oberlin	5%	8%	10%	12%
<b>Base contribution on income over \$100K</b>				
Oberlin	5%	8%	8%	8%

## Retirement Annuity (RA)

Oberlin will make pre-tax employer contributions after one-year of service and attaining age 26 into the RA plan. Contributions from Oberlin are automatic and do not depend on any employee contribution. Contributions from Oberlin are based the schedule shown here. Also after one year, employees can participate in the RA account with their own pre-tax contributions.

## Supplemental Retirement Annuity (SRA)

Employees are eligible to participate in the SRA upon hire. Contributions are made on a pre-tax basis from one's paycheck. Enrollment is done online at [TIAA.org/oberlin](http://TIAA.org/oberlin)

## ROTH 403(b)

Employees can choose to make contributions with after-tax dollar to a Roth account balance, including any potential earnings, can typically be withdrawn tax free if certain conditions are met. The Roth contribution allows employees to contribute to the Oberlin College Retirement Plan after taxes are taken out. Those contributions and any earnings on those contributions may be withdrawn from your retirement plan tax free in a qualified Roth distribution

## HOLIDAYS

The College observes the following national holidays: Labor Day; Thanksgiving Day; day after Thanksgiving; Christmas Day; New Year's Day; Martin Luther King Jr. Day; Memorial Day; Juneteenth; and Independence Day. In addition, The College observes "Fridays Off in July" and an annual "winter shutdown," whereby most of the College is closed in late December. For annual published dates, please visit the Human Resources website.

## VACATION

Vacations are computed according to length of service as of June 30 of any year, to be taken during the following fiscal year, according to the following schedule: *Less than 6 months = No vacation eligibility; More than 6 months but less than 1 year = 1 week; More than 1 but 5 or less years = 2 weeks; More than 5 years = 4 weeks*

## SICK LEAVE \*\*

On July 1st of each year, each employee will be eligible for 13 paid sick leave days per year; 3 of which may be used as personal days. The numbers of days is pro-rated for employees working less than a full fiscal year. Sick leave absences of 3 or more days require medical verification regarding the need for absence and the ability to return to work with or without restrictions. Contact the Department of Human Resources for our medical verification Physician Statement.

## STAFF TUITION REMISSION

Employees may take one Oberlin College course, up to five hours per semester without tuition charge, with the approval of their department head and the Dean of the College or Conservatory, as appropriate. Half-time employees may take one course, up to 5 hours per year. Private reading and Conservatory applied studies courses are excluded.

## SPOUSAL TUITION

Spouses are eligible to take one course at Oberlin College per semester. Private reading and Conservatory applied studies courses are excluded. A spouse may not prevent a student or an active employee from taking a class.

## TUITION SUPPORT FOR CHILDREN

After five years of employment with the College, all full-time regular status employees' shall be eligible for a tuition scholarship plan for biological or legally adopted dependent children who are granted admission to Oberlin College or a GLCA-member institution. For children attending another accredited institution, the College provides a tuition benefit of 20% up to 50% of the Oberlin tuition or the full tuition of the accredited institution attended, whichever is less, subject to a vesting period. Tuition remission benefits are pro-rated for part-time employees. This program is administered in accordance with the Eligibility, General Provisions, and Administrative Provisions of the Tuition Scholarship Plan adopted by the Oberlin College Board of Trustees.

## CAMPUS LIFE

The College of Arts and Sciences, the Conservatory of Music and the Allen Memorial Art Museum provide a variety of concerts, lectures, theater performances, athletic events and other activities. In addition, College staff, their spouses and families are eligible to use College recreational facilities such as bowling lanes, tennis courts, swimming pool, gymnasium and other physical education complex facilities in accordance with established time and fee schedules.

## PARKING

The College provides free parking for employees. Register for your parking pass at the Security Building. Security will issue parking tickets if parking in wrong lot/area or not registering automobile.

*The above descriptions of employee benefits have been simplified as much as possible, consistent with accuracy. More comprehensive materials containing detailed descriptions of benefit plans are available in the Office of Human Resources. The provisions found in detailed benefit plan documents and policies, and collective bargaining agreements take precedence over these descriptions where there appears to be conflict between the two. The specific provisions of Oberlin College benefit plans are subject to periodic change. \*\* See Article 8.3 of the UAW contract regarding sick leave conversion contributions to retirement. REV. 1/14, 7/14, 1/15, 1/16, 11/16, 3/18, 8/19, 10/19, 12/20, 11/21, 3/22, 6/22, 1/23, 7/20; 2/25, 2/26*