

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

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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.