

Human Resources Benefits Overview

The following benefits are effective the first day of employment at Cincinnati State Technical and Community College for all full-time employees:

- **Alternative Retirement Plan Option**
 New employees have the option of enrolling in an Alternative Retirement Plan rather than becoming a member of a State retirement plan.
- **Annuity Programs**
 The College offers several approved annuity companies with tax-deferred plans to fit the needs of our employees.
- **Dental Insurance**
 The College pays premium in order to provide a single or family dental plan for employees.
- **Employee Assistance Plan**
 Employees, and their family members, have access to a confidential counseling service to meet their personal needs at no charge to employees.
- **Flexible Spending Accounts for Medical and Dependent Care**
 Our medical flexible spending account allows up to \$3,000 income per plan year to be tax-deferred in order for employees to be reimbursed for copayments. The Dependent Care plan allows up to \$5,000.
- **Health Insurance**
 A single or family insurance plan is available to employees for a shared cost (94% College and 6% employee).
- **Life Insurance**
 A Life Insurance and Accidental Death and Dismemberment plan is provided to employees at the College's expense. The amount of coverage varies according to position and/or bargaining unit agreement (1.5 or 2 x salary).
- **Longevity Awards**
 Increases in pay are awarded for each level of service reached according to position or bargaining unit agreement.

AAUP	8 yrs., 10 yrs., 15 yrs., 20 yrs., 25 yrs.
IUOE, OPBA	7 yrs., 10 yrs., 15 yrs., 20 yrs.
Non-Bargaining Unit	10 yrs, 15 yrs, 20 yrs., 25 yrs.
SEIU	7 yrs., 10 yrs., 15 yrs., 20 yrs., 25 yrs.

Human Resources Benefits Overview (cont'd.)

- **Parking**
Parking is available to employees without charge.
- **Personal Leave**
Five days for non-bargaining unit employees, SEIU bargaining unit employees and IUOE bargaining unit employees. Three days for AAUP1 and six days for AAUP2 bargaining unit employees.
- **Short-Term Disability**
A short-term disability plan is provided by the College that pays 60% of weekly salary to employees for six months up to a maximum of \$500 per week.
- **Sick Leave**
Ten days per year.
- **State Holidays (9 days)**
Paid for all employees not in AAUP1 bargaining unit. AAUP1 bargaining unit employees work 45 days per term regardless of holidays that may fall in each.

Christmas Day	Memorial Day
Columbus Day	New Year's Day
Independence Day	President's Day
Labor Day	Thanksgiving Day
Martin Luther King Jr. Day	Veterans Day
- **State Retirement System**
Employees enrolling in the School Employees Retirement System or State Teachers Retirement System of Ohio are vested after five years of service. Long-term disability is available from these State systems.
- **Tuition Reimbursement for Employee**
Employees at the College are eligible for reimbursement based on position and/or bargaining unit agreement.
- **Tuition Waiver for Employee and Family**
Employees, spouse, children and dependents are eligible for tuition waiver at Cincinnati State.
- **Vacation Accrual**
All employees not in AAUP1 bargaining unit accrue vacation biweekly. (AAUP1 bargaining unit employees work 180 days with one term off.)

Non-Bargaining Contractual Employees	20 days per year
All other employees accrue at the following rate:	
1-5 years of service	10 days per year
After 5 years of service	15 day per year
After 10 years of service	20 days per year
- **Vision Plan**
The College pays premium for a single or family vision plan for employees.