

Oklahoma City University

Summary of Benefits for Full-Time Faculty

Benefits	Who Pays	Eligibility	Description
Health/Dental Insurance	University & Employee	Eligible on the first day of the month following employment	Medical – Individual – Plan A: \$500 deductible; Plan B: \$1000 deductible Family – Plan A: \$1500 deductible; Plan B: \$3000 deductible Network – PPO Oklahoma Copays – A: \$25 in network; B: \$50/\$75 out of network Dental – \$50 deductible, \$1000.00 max per year Prescriptions – Retail copay (<i>single fill</i>): \$20/\$35/\$50 Mail order copay (<i>3-month supply</i>): \$40/\$70/\$100 (See health insurance benefit books for details)
Medical debit card	Employee	Upon employment	Use to pay non-taxed, non-reimbursed medical expenses
Flex Spending Account	Employee	Upon employment	Tax shelter child care, health premiums, non-reimbursed medical expenses
Retirement	University & Employee	May join immediately; 2-year wait for matching funds waived if employed in education 6 months prior. Effective 7/1/06, 2-year wait eliminated, 5-year vest at 20% per year.	TIAA/CREF, university contributes up to 8.5%, employee contribution required
SRA–Supplemental Retirement Annuity	Employee	Upon employment	Additional contributions by employee, up to limit allowed by IRS
Life insurance	University	Upon employment	Two times annual salary; max. \$100,000; term insurance
Long-term disability	University	After 1 year full-time employment	After 180 days of disability 60% of monthly earnings, less benefits from other sources
Short Term Disability	University	After 5 years	Salary protection plan in the event of extended absences due to serious illness; benefit based upon years of service

Benefits	Who Pays	Eligibility	Description
Tuition Remission – Employee	University	Beginning of semester following four months of employment	100% Undergraduate; 75% graduate; 50% Law (<i>limit 6 hrs per semester</i>); Graduate and Law covered 100% after 3 years continuous employment
Tuition Remission – Dependent	University	Beginning of semester following four months of employment	100% Undergraduate; 75% Graduate; 50% Law
Tuition Exchange	University	Upon employment	100% Undergraduate for dependents at 300+ private universities
Salary Advance	Employee	Upon employment	Up to 1/9 th of faculty base pay; payback over payment election of contract
Group banking	University & Employee	Upon employment	Bank One/Oklahoma Federal Credit Union
FICA/MQFE	University	Upon employment	Matching contribution to FICA/MQFE
Worker's compensation	University	Upon employment	Compensation for on the job injury
Employee discounts	University	Upon employment with faculty I.D. card	Library privileges, check-cashing privileges, OCU Book Store discounts and university events
Freede Wellness Center membership	University	Upon employment with faculty I.D. card	Faculty I.D. provides use of wellness center for employee and accompanying dependents
Family medical leave	University	After 12 months of service; must have worked 1250 hours in last 12 months; must have qualifying condition	12 weeks of paid or unpaid leave for serious health condition, childbirth, other qualifying conditions
Shared Leave	University	12-month faculty only	Shared leave pool for extended catastrophic illness