Welcome!

Wright State University

New Employee Orientation
Benefits Overview

Highly competitive, well rounded benefits

- Medical
- Dental
- Vision
- Prescription
- Healthcare FSA
- Dependent Care FSA
- Short-Term Disability
- Long-Term Disability
- Employee Life Insurance
- Dependent Life Insurance
- Retirement
- EAP
- Fee Remission
- Horan & Associates
- Bookstore Discounts
- Fitness Center
- Vacation & Sick Leave
- Parental Leave
- Adoption Assistance
- Long-Term Care Insurance
Life Insurance
Basic & Supplemental

Basic Term Life and AD&D (employer paid)

Employee’s with FTE 51% - 100%
- Fiscal Faculty and Staff - 2x base salary
- Academic Faculty - 2.44x base salary

Supplemental Life Insurance (employee paid)
- Term
- Group Universal
- Dependent Life

<table>
<thead>
<tr>
<th>Dependent Life Coverage</th>
<th>Option 1 Benefit</th>
<th>Option 2 Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spouse/Domestic Partner</td>
<td>$10,000</td>
<td>$25,000</td>
</tr>
<tr>
<td>Eligible Dependents</td>
<td>$2,000</td>
<td>$10,000</td>
</tr>
</tbody>
</table>
Impact Solutions
Faculty & Staff Assistance Program

FREE – Confidential – Short-Term Counseling & More

- Who’s Eligible
  - Employee
  - Dependents
  - Parents and Parents-in-law
  - Members of an Employee's household

- Unlimited telephone sessions available 24 hours a day, 7 days a week

- Assistance available for a wide range of daily issues:
  - Stress,
  - Anxiety/Depression,
  - Grief
  - Troubled Relationships
  - Parenting concerns
  - Work Issues
  - Legal
  - Financial concerns and more

- Up to 6 face to face sessions with qualified professional counselors

Impact Solutions
1-800-227-6007
WSU Fee Remission

- **Employees** (FTE 75%-100%):
  - 8 credit hours per semester maximum
  - Application and Lab Fees excluded
  - All degrees except SOM and SOPP

- **Dependents:**
  - Dependent responsible for **20% of total fee plus**:
    - Application Fee
    - Lab Fees
    - Legal fees
  - All undergraduate and masters programs
  - IRS Dependent [www.IRS.gov](http://www.IRS.gov) (Publication 501)

- Employee must be employed the 1st day of the semester
# Sick Leave

## Sick Leave Accrual

<table>
<thead>
<tr>
<th>Fiscal Faculty (12/12) and Staff</th>
<th>Academic Faculty (9/12)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Earn 15 days per year</td>
<td>Earn 11.25 days per year</td>
</tr>
</tbody>
</table>

- Prorated if less than 100%FTE
- No limit to accrual
- ¼ paid out (max 30 days) if employee retires from WSU with 10 years of State of Ohio service
Vacation

Vacation Accrual

Fiscal Faculty (12/12) and Unclassified Staff
- 0-24 years
  - 22 days per year
- 25 + years
  - 25 days per year

Academic Faculty (9/12) and Part-Time less than 51%FTE
- Employees do not accrue

- Prorated if less than 100%FTE
- Maximum accrual 352 hours (Truncated August 31st)
- Paid to maximum when leaving WSU unless under special contract
Vacation Accruals for Classified Staff

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Days Per Year</th>
<th>Max Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-7 years</td>
<td>10 days</td>
<td>240 hours</td>
</tr>
<tr>
<td>8-14 years</td>
<td>15 days</td>
<td>360 hours</td>
</tr>
<tr>
<td>15-24 years</td>
<td>20 days</td>
<td>480 hours</td>
</tr>
<tr>
<td>25 years or more</td>
<td>25 days</td>
<td>600 hours</td>
</tr>
</tbody>
</table>

- Prorated if less than 100% FTE
- Paid up to max when leave WSU after completing one year of employment
- Can use at the end of probationary period:
  - Bargaining Unit: 120 days
  - Police: 1 year
Service Credit & Sick Leave Transfer

Previous service time with the State of Ohio or any political subdivision of the State may transfer service credit and sick leave to WSU.

- Employee requests an official letter from previous employer(s) documenting:
  - Hire Date,
  - Separation Date
  - Title
  - FTE status of the previous state service

- If time between separation and reappointment is within 10 years, please have previous employer include:
  - Number of sick leave hours to be transferred
Adoption Assistance

- Adoption Assistance is available to full time employees for the adoption of a child under the age of 18
- Employee may receive up to $4,000 per child per family
- Please visit the HR website for more information:
  http://www.wright.edu/hr/AdoptionAssistance