The University shares the cost of most insurance plan premiums with you. The actual costs vary based on the type and level of insurance you select. Specific cost information is available from Human Resources. Many benefits begin the first day of the month following date of hire.

**Health Plans**

Health plans provide you with financial protection against the high cost of treating a serious illness or medical condition. The University offers several plan options to provide flexibility in choosing the plan that best meets your needs. Prescription coverage is included for each of the health plans.

**Dental Plans**

Dental coverage helps with the cost of routine dental care and major services for you and your family.

**Vision Plans**

Vision coverage is provided to you by the University at no additional cost. Dependent coverage is also available.

**Life Insurance**

Life insurance is provided at no cost to you by the University. In case of your death, your beneficiary may receive a benefit equal to two times your salary. Additional employee-paid life insurance may also be available for you and your eligible dependents.

**Accident Insurance**

Accident insurance is provided at no cost to you by the University. In case of your death or injury due to an accident, you or your beneficiary may receive a benefit of up to two times your salary. Additional Accident insurance may also be available.

**Flexible Spending Accounts**

Flexible Spending Accounts let you set aside money from your paycheck before federal, state or city income taxes or Social Security taxes are deducted. Reimbursement is also tax-free. You pay no taxes on the money you contribute and receive from either reimbursement account. You may set up a health care account, a dependent care account, or both.

**Retirement Benefits**

The University will help you prepare for your financial future by contributing up to 9% of your base pay. The University's retirement benefits are administered by Teachers Insurance and Annuity Association and College Retirement Equities Fund (TIAA-CREF). This organization provides several investment options to select when participating in the “Defined Contribution” Retirement Plan or the “Supplemental Tax Deferred Annuity” Retirement Plan.
LegalShield and Identity Theft Shield

LegalShield and Identity Theft Shield coverage, fully funded by the employee, offers you assistance in IRS Audits, Preventive Legal Services (including legal document review, will preparation and updates), and Motor Vehicle Legal Service and up to 75 hours of Trial Defense Service with your first membership year. Identity Theft Shield provides continuous credit monitoring and identity restoration.

Holidays

The University observes several special occasions during the year as holidays. During a holiday, the University is closed for business. Full-time faculty and staff employees receive holiday time off with pay. The University observes approximately 14 holidays per year.

Vacation & Personal Days

The University provides full-time staff employees with paid time off for rest, relaxation and personal business. The amount of time off provided (17-22 days) depends upon length of service. New staff employees with less than one year of service will receive a pro-rated allowance.

Incidental Sick Days

To help you maintain a stable base pay during short periods of illness or to address incidental medical needs, the University may provide full-time employees with up to eight paid days off work.

Short-Term Disability

If faced with an extended illness or injury, full-time employees may be eligible for short-term disability benefits. If proper documentation is received and approved, the University will begin to pay benefits on the eighth day of absence (ranging from 70% to 100% based upon the leave length) and benefits, up to a maximum of 180 days from the first day of absence.

Long-Term Disability

If you are unable to return to work from short-term disability leave within six months, full-time employees may be eligible for long-term disability benefits. If approved, this benefit provides partial income and will continue as long as you remain disabled from working and within the insurance carrier's limitations.

Other Time Off Work

The University may also provide employees with time off work to accommodate special needs related to bereavement, jury and witness duty, military leave and other personal matters.
Employee Assistance Program

The Employee Assistance Program (EAP) is a confidential resource to help you resolve personal concerns so you may be your best at work. An EAP counselor will assist you in clarifying the problem and identifying options to resolve it. They can help you with:

- adjustment to change;
- alcohol or drug dependencies;
- family issues (parenting, eldercare, etc.);
- marital or relationship problems;
- anxiety or depression;
- legal matters;
- anger management;
- grief or bereavement;
- financial issues; and
- other issues adversely affecting your life and job.

Employee & Dependent Tuition Waiver

The University is pleased to assist full-time faculty and staff with a Kettering University education for you or your child or spouse. This benefit waives most of the tuition, less any federal or state financial aid grant awards, as a full-time or part-time student for any accredited Undergraduate studies at Kettering University. Employees can also use this benefit to waive most of the tuition for Graduate level studies at Kettering University.

Educational Assistance

The University encourages you to broaden your knowledge and develop your job-related skills. For this reason, the University provides financial assistance for you to participate in degree programs at other institutions of higher education.

Recreation Center Membership

To promote the benefits of a healthy life, you are provided with membership to the University's Connie and Jim John Recreation Center. Membership may be extended to spouses, significant others and children for a modest fee. The 75,000 square foot facility includes:

- modern fitness and weight lifting equipment;
- racquetball, tennis, basketball, volleyball and squash courts;
- pool and spa;
- indoor track;
- group exercise room;
- locker rooms with showers and steam rooms;
- other indoor and outdoor amenities including a 23 acre park with softball; and
- soccer, flag football and lacrosse fields, jogging/walking path, putting green and picnic pavilion.
Other Benefits

Employees are also provided with access and use of the following:

- Art Center and Gallery;
- Campus store;
- Library;
- Campus dining;
- Free campus parking;
- Automobile, Cell phone service, computer and other discount programs.

Discounts may be available at the campus store and campus dining.

Relocation Program

Relocation pay may be available for certain positions if you are moving your primary residence at least 25 miles to be closer to campus.

For more information, go to http://www.kettering.edu/hr/