

## **EAST CENTRAL UNIVERSITY SUMMARY OF 2023 EMPLOYEE BENEFITS**

### **INSURANCE**

- Defined Contribution – Full-Time Employees will be given \$698 per month to spend on Pre-Tax benefits. Benefits include BCBS Health, Delta Dental, VSP Vision, FSA or HSA. If employee waives ECU's health insurance, after showing proof of coverage, they will receive \$150.00 in their 403b Pre-Tax supplemental retirement account. They will not be eligible to carry Dental or Vision.
- Group Term Life equal to two (2) times annual salary (employer paid)
- Long Term Disability (employer paid)
- Critical Illness, Accident & Hospital Indemnity plans (optional - paid by employee)
- Supplemental life insurance for employees and dependents (optional - paid by employee)
- Short Term Disability (optional – paid by employee)
- Section 125 (pre-tax) benefit for optional health care (paid by employee)

### **RETIREMENT**

- ✓ FICA Tax (Social Security) 6.2% of first \$160,200  
Medicare 1.45% of salary
- ✓ The university pays the employee's contribution of 7% for Teacher's Retirement
- ✓ 403(b) pre-tax & 403(b) Roth supplemental retirement benefit through VOYA (optional- paid by employee)

### **OTHER BENEFITS INCLUDE:**

- Generous leave policy including 15 days a year sick leave for all full-time 100% FTE
- Paid holidays
- Library and special events privileges
- Tuition Waiver for full-time employees and dependents - (fees not included)
- Employee Wellness Center Membership is free for employees & immediate family
- Employee discount on Bookstore items
- Free Parking

For detailed information regarding these benefits, please contact the Employment Services-Benefits Coordinator, Michelle Green 580.559.5823 or in the Administration Building, Room 160.