BGSU – Benefits at a Glance

Bowling Green State University provides a comprehensive benefit program as part of a total compensation package for all full-time faculty and staff. Below you will find a summary of those benefits. A full description of each benefit can be found on the Office of Human Resources website at: www.bgsu.edu/hr.

HEALTH & PRESCRIPTION DRUG INSURANCE:
BGSU Offers two medical plans administered through Medical Mutual of Ohio. Both plans include prescription drug coverage administered by CVS Caremark. All plans offer in-network and out-of-network coverage.

- Plan A: Traditional PPO (Preferred Provider Organization)
- Plan B: High Deductible Plan

HEALTH ACCOUNTS
BGSU offers three types of Health Accounts that will allow employees to set aside pre-tax dollars to pay for out-of-pocket expenses for themselves and their eligible dependents.

- Health Savings Account/HSA
- Flexible Spending Account (FSA) – Medical
- Flexible Spending (FSA) – Dependent Day Care

DENTAL COVERAGE
Dental coverage is offered through Delta Dental of Ohio. The plan provides full coverage for diagnostic and preventive care and additional coverage for other dental services.

VISION COVERAGE
Vision coverage is offered through VSP. The plan offers in-network and out-of-network coverage for eye exams, frames and lenses.

LIFE & DISABILITY
BGSU offers basic life insurance through Minnesota Life/Securian Life. The basic coverage is equal to one and one-half times your rate of pay, not to exceed $125,000.

Long-term disability is offered through UNUM. The amount of the benefit you receive is based on your salary earned before your disability began.

RETIREMENT
BGSU offers several options for meeting your retirement goals. Retirement program eligibility is based on your employment type.

- OPERS – Ohio Public Employees Retirement System
- STRS – State Teachers Retirement System
- ARP – Alternative Retirement Plan
SUPPLEMENT RETIREMENT PLANS
BGSU offers supplemental savings options that allows an employee to set aside additional money through pre-tax contributions to help reach their retirement goals.

Ohio Deferred Compensation (457)
403(b) program options

WORK LIFE BALANCE
Employee Assistance Program offered through Impact Solutions. This benefit offers confidential support to the employees and their eligible family members. This also offers a host of ancillary programs and information on identity theft, elder care, legal services, etc.

TUITION FEE WAIVERS
BGSU offers tuition fee waivers for eligible employees, spouses, and dependent children.

VOLUNTARY BENEFITS
BGSU currently offers voluntary benefits plans for Accident, Critical Illness, and Hospital Indemnity through Aflac.

VACATION AND SICK LEAVE
Vacation accruals per calendar year = 22 days
Sick Leave accrual per calendar year = 15 days

HOLIDAYS
The University observes the following holidays: New Year's Day; Martin Luther King Day; Presidents Day; Memorial Day; Independence Day; Labor Day; Columbus Day; Veteran’s Day; Thanksgiving Day and Christmas Day.