



OMRF BENEFITS

Employee/Research Staff

The Oklahoma Medical Research Foundation makes the following benefits available to full-time employees:

- ❖ Group Insurance Program that includes (all include an initial 30 day waiting period):
 - Medical/Dental Insurance - affordable, cost sharing PPO plan that includes prescription coverage (offered on a cost sharing basis)
 - Group Term Life Insurance – equal to twice the employee’s annual salary for medical death (offered at no cost to the employee)
 - Accidental Death & Dismemberment Insurance-equal to twice the employee’s annual salary for accidental death (offered at no cost to the employee)
 - Long-Term Disability Insurance – provides income for a covered employee who becomes medically totally disabled (offered at no cost to the employee)
 - Optional Vision Insurance – provided by VSP

- ❖ Paid holidays, vacation and sick leave
 - Ten paid holidays per year
 - Vacation begins accruing at 6.67 hours/month
 - Sick leave accrues at 8 hours/month after the completion of a 90-day introductory period.

- ❖ Flexible Benefits Plan – allows employees to pay for out-of-pocket costs for medical, dental and child care expenses with pre-tax dollars

- ❖ Optional Life Insurance and Accidental Death & Dismemberments Insurance- allows employees to purchase additional coverage for themselves and their families.

- ❖ Optional Short Term Disability – provides income replacement for up to 13 weeks for employees who are sick or disabled and unable to work.

- ❖ Retirement Program:
 - Retirement Annuity - OMRF makes a non-taxable contribution to employees’ OMRF Retirement Annuity equal to 8% of their salary. Contributions begin the first month of employment and do not require employee contributions. Employees are partial vested after two years of service and fully vested after five years of service.

- Supplemental Retirement Annuity - Employees also have the option of contributing a minimum of \$25 up to \$20,500 (maximum based on age) of their salary to a Supplemental Retirement Annuity.

- ❖ Employee Assistance Program (EAP) - available for employees and their family members. Unlimited on-line resource for self-help articles, legal forms, & assessments; and up to four counseling sessions per issue per year.

- ❖ Tuition assistance towards a Bachelors or Masters degree after the completion of a year of service as a full-time employment.

- ❖ Parking \$20 a month.

- ❖ On-site cafeteria and employees receive a discount on purchases.