

UO BENEFITS | COMPETITIVE CHARACTERISTICS:



Our benefits package is more generous than most of our AAU peers. UO offers a comprehensive and competitive benefits package to all eligible employees (0.5FTE or greater and expected to work at least 90 days) to meet their health and well-being needs and those of their family members. We are especially proud of the university's health benefits and retirement benefits.

MEDICAL, DENTAL, AND VISION LOW PREMIUM GROUP INSURANCE COSTS

Employees pay 5% of the monthly healthcare premiums for themselves and eligible dependents, while UO pays 95%.

Eligible dependents include a spouse, domestic partner (regardless of gender), and dependent children. By comparison at our peer AAU public universities, employees pay an average of 18.9% to 24.9% of their monthly healthcare premiums (depending on their family status).

RETIREMENT PLAN PROGRAMS

As is common at many of our peers, university faculty have a choice between two retirement plan options:

PERS: an option that includes a defined benefit pension as well as a defined contribution investment fund

ORP: a defined contribution investment fund.

It is difficult to compare PERS to analogous plans at peer institutions because the mix of defined contributions and defined benefit plans vary considerably.

However it is easy to compare ORP as a defined contribution fund. The university's standard contribution to the ORP is 8%. If a faculty member elects to contribute 4% to their retirement plan, it is matched by the university up to 4%, making the total employer contribution 12%. The contrast with our AAU public peers is dramatic: they invest an average amount equal to 8.5% of a faculty member's salary into retirement funds under their defined contribution plans.

Another way to say this is: if a faculty member at UO wants to see an amount equal 16% of their salary going into their retirement plan, this will only cost them 4% withheld from their pay. By contrast at AAU public peers, this will cost them an average of 7.5% withheld from their pay.



UNIVERSITY OF
OREGON

Office of Human Resources

For more information about our competitive benefits, please visit our website:



hr.uoregon.edu/benefits



FACULTY AND STAFF TUITION BENEFIT

Employees at the university are encouraged to continue their education and are offered a **70% discount on tuition** for faculty and staff.

This benefit can be used at all Oregon public universities and can also be transferred to eligible family members.

Employees who are employed for half-time or more on the first day of classes can register for a maximum of 12 credit hours per term at a reduced rate of 30% of resident undergraduate tuition.

FOR DETAILS AND DISCUSSION OF OTHER EMPLOYMENT BENEFITS AT THE UO GO TO THE LINKS BELOW.

Quick Summary of Benefits: <https://hr.uoregon.edu/quick-summary-benefits>

Employee Benefit Premium Rates: <https://hr.uoregon.edu/employee-rates>

Optional Benefit Plans: <https://hr.uoregon.edu/optional-insurance>

Wellness Programs: <https://hr.uoregon.edu/wellness-programs>

Retirement Plan Option Comparison: <https://bpb-us-e1.wpmucdn.com/blogs.uoregon.edu/dist/4/20053/files/2024/02/GRP-Guide-5-Tier-Four-Plan-Features-2024-67440355cb103539.pdf>

Staff Tuition: <https://hr.uoregon.edu/staff-tuition-benefit>

Care.com: <https://hr.uoregon.edu/carecom-membership>

CONTACT US: Human Resources

677 East 12th Ave.
5210 University of Oregon
Eugene, OR 97403-5210

Phone: 541-346-3085
Fax: 541-346-2548
Email: hrbenefits@uoregon.edu