

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

A

Completion of wellness activities allow faculty and staff enrolled in Benelect medical insurance to receive a \$25 per month premium incentive. Participation in health and wellness programs during the year provide the opportunity to receive additional incentives.

A Eligible after one year of service with Case Western Reserve or upon employment with at least one year of service from another university or research experience with a related research institution. Certain exclusions apply to waiver of Plan A waiting period - contact Benefits Administration for details. Choice of TIAA or Vanguard for investment vehicles. The university contributes 8 percent of your pay up to one-half of the Social Security Taxable Wage Base (SSTWB) and 12 percent of your pay above one-half of the SSTWB, up to the IRS maximum annual salary. For the 2024-25 fiscal year, one-half of the SSTWB is \$84,300. As of July 1, 2025, one-half of the SSTWB is \$88,050.

A The opportunity to participate in a tax-deferred retirement plan or an after-tax Roth retirement plan with a choice of two investment carriers, TIAA and Vanguard. As of January 1, 2025, the IRS maximum allowed employee contribution is \$23,500.

x Retirement at full retirement age as shown on the [Social Security Age Reduction Chart](#) or reduced benefits at age 62. Life income for total permanent disability. Lump sum and/or monthly income

< 1 year	1.66 days/month worked	
1 year < 3 years	1 month	1 month
3 year < 5 years	2 months	1 month
5 year < 10 years	3 months	3 months
10 years +	6 months	

LOA for medical (personal medical, family medical reasons, and parenting reasons, FMLA can be compensated or uncompensated); convenience; military; personal; or jury duty.

New Year's Day, Martin Luther King Jr. Day, a personal floating holiday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day, Christmas Eve, and New Year's Eve.



Reimbursement is available for expenses incurred for care for a child while the employee travels to attend professional meetings, conferences, workshops, and other professional activities. Visit the [Child Care Programs website](#) for more information.

A

A

Allows employees to charge items purchased through various campus dining facilities and bookstores. Purchases are then deducted from your paycheck. Call Access Services at 216.368.2273.

A

A

When monthly RTA passes are purchased through your CaseOneCard, the charge is deducted pre-MC /8BDC E