



**RESOLUTION TO RESCIND
FRINGE BENEFITS, EXCLUDED PROFESSIONAL ADMINISTRATIVE
EMPLOYEES POLICY, 3356-7-30**

WHEREAS, University Policies are being reviewed and reconceptualized on an ongoing basis;
and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby rescind University Policy stated above and attached hereto.

**Board of Trustees Meeting
June 24, 2025
YR 2025-81**

TO BE RESCINDED

3356-7-30 Fringe benefits, excluded professional administrative employees.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Human Resources
Revision History: December 2010; September 2016;
December 2021; June 2025
Board Committee: University Affairs
Effective Date: June 24, 2025
Next Review: N/A

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees and to ensure the ability to recruit and retain high quality employees. Through its various fringe benefits packages, it offers employees incentives to pursue additional education, to take advantage of events, activities and performances offered, and to otherwise enhance each employee's standard of living.
- (B) Scope. Unless otherwise specified, the policy applies to both full-time and part-time excluded professional administrative employees. Academic department chairpersons are excluded professional administrative employees, covered by this policy.
- (C) Parameters. The university may provide these and other fringe benefits for excluded professional administrative employees:
 - (1) Discount programs. Employees may receive discounts for the purchase of athletic and theater tickets and for bookstore purchases for the personal use of employees and their immediate family as follows:
 - (a) Athletic and theater tickets – fifty per cent discount;
 - (b) Bookstore purchases – twenty per cent discount for purchases over five dollars.

- (2) Use of university facilities. Employees may use the resources of the Maag library and campus recreational facilities and areas during normal hours of operation when the use does not conflict with scheduled activities.
- (3) Parking program. All persons who operate or expect to operate a motor vehicle on university property must obtain and display a valid Youngstown state university parking permit. Employees may register to obtain a parking permit online through the university parking services. Further, any person who operates a motor vehicle on university property is expected to abide by the university traffic and parking rules and regulations.
- (4) Retirement programs. University employees are required by law to participate in the state teachers retirement system (“STRS”) or the Ohio public employees retirement (“OPERS”). Employees may opt to participate in the alternative retirement plan (“ARP”) as allowable by law.
- (5) Deferred compensation program. Eligible employees who are members of OPERS and STRS may participate in the Ohio public employees deferred compensation program. Under this program, eligible employees may defer a portion of their income from current liability for state and federal taxes via available investment options.
- (6) Tax-deferred annuity program.
 - (a) Eligible employees may elect to defer a portion of their income to an annuity contract or custodial account within the provisions of the Internal Revenue Code.
 - (b) The university assumes no responsibility regarding the advisability or appropriateness of any annuity contract or custodial account or for any tax consequences resulting from such investments.
- (7) Additional fringe benefits include (corresponding university policies can be found on the [university policies website](#)):

- (a) Sick leave accrual, use and conversion, rule 3356-7-13 of the Administrative Code;
 - (b) Vacation leave, rule 3356-7-09 of the Administrative Code;
 - (c) Maternity/parental leave, rule 3356-7-14 of the Administrative Code;
 - (d) Bereavement leave, rule 3356-7-15 of the Administrative Code;
 - (e) Employee health insurance, rule 3356-7-22 of the Administrative Code;
 - (f) Civic leave, rule 3356-7-11 of the Administrative Code;
 - (g) Military leave, rule 3356-7-12 of the Administrative Code;
 - (h) Distinguished service, rule 3356-7-27 of the Administrative Code;
 - (i) Fee remission, rule 3356-7-31 of the Administrative Code;
 - (j) Leave without pay, extended child care, rule 3356-7-06 of the Administrative Code;
 - (k) Leave without pay, extended serious health condition, rule 3356-7-08 of the Administrative Code.
- (D) The chief human resources officer is authorized to develop procedures to implement these benefit programs.