Faculty Fringe Benefits

Orange County Community College

Topics To Be Covered

- Leaves
- Holidays
- Health Insurance
- Dental Insurance
- Vision Insurance
- Medical Buy-out
- Section 125 Flexible Spending Plan
- Supplemental Insurance (AFLAC)
- Disability – Long Term
- Retirement
- NYS Deferred Comp Plan
- NYS College Savings Plan
- Mandatory Agency Shop Fee
- Tuition Waiver/Reimbursement
- Payroll Items

Leaves
(please refer to current contract for specific information)

- **Sick Leave**
  - 11 days per academic year to a maximum accumulation 180 days
- **Personal Leave**
  - 4 days per academic year. Any unused personal days at the end of the year will carry over to sick leave.
- **Bereavement**
  - 4 days for immediate family. Please refer to faculty contract book for specifics.


Leaves

- **Religious Holidays**
  - Leave granted for faculty members whose convictions require them to observe religious holidays.
- **Sabbatical Leave**
  - Eligibility - during or after the seventh continuous year of service.
- **Jury Duty**
- **Holidays – follow academic calendar**

Medical Insurance

We offer:

- ✓ Health
- ✓ Medical Buy-out
- ✓ Dental
- ✓ Vision
- ✓ Long Term Disability
- ✓ Supplemental Insurance (AFLAC)
- ✓ Flexible Spending 125 Plan

Medical Plans – Coverage effective 1st day of 3rd month of Employment

- If you are hired in:
- January
- February
- March
- April
- May
- June
- July

- Coverage effective:
- March 1
- April 1
- May 1
- June 1
- July 1
- August 1
- September 1

Medical Plans – Coverage effective 1st day of 3rd month of Employment

If you are hired in:	Coverage effective:
August	October 1
September	November 1
October	December 1
November	January 1
December	February 1


Health Care Plan

NYSHIP – New York State Empire Plan

- Self-referring plan
- Network of providers (no deductible)
- Out of Network Coverage – (annual deductible required)
- Prescription Drug co-pay as low as $5

Health Care Coverage - Cost

NYSHIP – New York State Empire Plan

Single Coverage	Please see benefit summary handout
Family Coverage	Please see benefit summary handout

Health Insurance Upon Retirement

Years of Service	College's Contribution	Employee's Contribution
10-14	50%	50%
15-19	75%	25%
20-24	90%	10%
25+	100%	0%

http://www.employeebenefitservice.com/wps/wcm/connect/utilities/storefronts/obc/1495039957799
https://www.employeebenefitservice.com/wps/wcm/connect/utilities/storefronts/obc/1495039957799
https://www.employeebenefitservice.com/wps/wcm/connect/utilities/storefronts/obc/1495039957799

Dental Insurance

- Coverage is free for individual plan
- Family coverage is $31.91 per paycheck
- Provider based network
- Coverage provided through The Preferred Group

Vision Insurance

- Coverage is free for individual plan
- Family coverage is $1.84 per paycheck
- Provider based network
- Coverage provided through The Preferred Group

Medical Buy-out

- If you decline medical health insurance coverage and can show proof of coverage by another medical plan (i.e. copy of medical ID card), you may participate in the medical buy-out. Participation in the medical buy-out provides an annual payment of $2000 paid out in quarterly installments.

Long Term Disability

- Long Term Disability is provided to you at no cost.
  - Scheduled monthly LTD benefit is 66 2/3% of your monthly pre-disability earnings.
  - Maximum Monthly Benefit is $5,000
  - Minimum Monthly Benefit is the greater of $100; and 10% of your scheduled monthly LTD benefit or, if less 10% of the Maximum Monthly Benefit.

Supplemental Insurance - AFLAC

- You can purchase supplemental insurance from AFLAC and pay for it through payroll deductions:
- You can purchase:
  - Personal Sickness Indemnity Plan
  - Cancer Protection Plan
  - Accident Indemnity Advantage
  - Disability Income Protection Advantage
  - Lump Sum Critical Illness
  - Life Insurance
- Our representative is Jennifer Boulle at 845-337-2134

Flexible 125 Spending Accounts

- Available for Health Care and Dependent Care
  - Health Care
    - Minimum $300
    - Maximum $3,300
  - Dependent Care
    - Minimum $300
    - Maximum: Single Parent - $2,500
Married Parent - $5,000


125 Flexible Spending Accounts

- If you have out-of-pocket medical or dependent care expenses, you can enroll in a flexible spending account. If you are paying for dependent care expenses in order to work, or have medical/dental/vision expenses that are not reimbursable under our plans, you are paying for those expenses with dollars that have already been taxed.
- By enrolling in the Flexible Spending Account you will pay those same expenses with whole dollars – before federal, state and social security taxes are taken from your salary.
- For more information see the program pamphlet in your orientation package.

Retirement

- ERS/TRS – Tier 6
  - Vesting requires 5 years of service
  - Employee contribution rate in a given year is based upon regular compensation as follows:

- Wages — Contribution
- $45,000 or less — 3%
- $45,000 and $55,000 — 3.5%
- $55,000 and $75,000 — 4.5%
- $75,000 and $100,000 — 5.75%
- $100,000 but less than $179,000 — 6%

Retirement

- ERS/TRS – Tier 6
  - Both are “defined benefit” retirement programs
  - The benefits you receive at retirement will be determined based on a benefit formula, using a specific formula factor, your final average salary, age and years of service.
  - Retirement is age 63 in order to retire with an unreduced benefit; members retiring between age 55 and age 63 are subject to a reduction of 6.5% for each year retirement precedes age 63. A provision is also included that allows NYSUT-affiliated bargaining units to petition the governor for an unreduced benefit at age 57 with 30 or more years of service, with any additional actuarial costs to be borne by eligible employees.
  - Caps pensionable overtime at $15,000 plus inflation
- 6% Contribution to purchase military and prior service

SUNY - Optional Retirement Program

- Is a “defined contribution” program
- The amount of benefits you receive at retirement will be based on the amount of funds contributed to your account, the investment earnings on those funds, your age when you take income and the benefit option you choose.
- Individual contracts are purchased from TIAA or one of the alternate funding vehicles (CoreBridge, VOYA, or FIDELITY).
- Contributions are allocated to accounts based on employee selection.

SUNY - Optional Retirement Program

- Tier 6
  - Vesting 366 days
  - Employee contribution rates in a given calendar year will be based upon their earnings in the second calendar year preceding the current calendar year as follows:

Wages	Contribution
$45,000 or less	3.0%
$45,000 and $55,000	3.5%
$55,000 and $75,000	4.5%
$75,000 and $100,000	5.75%
$100,000 or more	6%

  - Employer contribution will remain 8% of compensable salary for the first 7 years of employment, and 10% thereafter

Tax Deferred Retirement Savings Program (403b)

- Orange County Community College has available several tax-deferred annuities. Money can be deducted from your salary every payday before your Federal and State taxes are calculated. The money is sent by SUNY Orange for you, to the annuity company you choose. It does not become taxable until you start to receive it (usually after age 59 1/2).
- Please refer to the our Human Resources website for further information and a list of annuity companies and their representatives.
- Enrollment forms are also available on the Human Resources website.

SUNY Orange Early Retirement Incentive

- For the life of the contract expiring August 31, 2024, a Faculty member with 20 or more years of service at Orange County Community College retiring between the ages of 55 and 62, inclusive, shallreceive 42% their final year’s salary. Faculty members should give six (6) months notice of intent to retire.

NYS Deferred Compensation Plan

- The NYS Deferred Compensation Plan is a voluntary retirement savings program, created by federal and state law, that permits government employees to defer up to 100% of compensation after any required salary deductions. You can contribute a portion of your salary through payroll deduction before federal and New York State income taxes are calculated.
- **For more detailed information and/or to enroll in the program**, please contact Human Resources for an enrollment packet.

NYS 529 College Savings Program

- New York's 529 College Savings Program *Direct Plan* provides a flexible, convenient, and low-cost way to save for college. The Program features a wide range of investment choices, tax-free withdrawals when used for qualified higher-education expenses*, and contributions that are tax-deductible (up to certain limits**) for New York State residents.
  You can save for a child, grandchild, friend -- or even yourself. And the Program includes a valuable opportunity to accelerate your college savings through Upromise rewards -- a free service that returns a percentage of your spending at hundreds of America's leading companies and can transfer that money directly to your Program account.
- **For more detailed information and/or to enroll in the program**, please see the human resources website for the college savings program web link.

Faculty Union

- Faculty positions are part of the Orange County Community College Faculty Association Union.

- To complete an application for union membership, please complete the union membership application form in your orientation packet and return to Human Resources.

Tuition Reimbursement and Waiver
Employee Benefit

- The College will waive 2 credit bearing and 2 non-credit courses at SUNY Orange ($100 limit per course on tuition for non-credit courses) per academic year. Forms are available in the Human Resources office and on the website – sunyorange.edu/hr
- A tuition reimbursement for up to $1,000 per academic year is available on a first come, first serve basis. For an application, please contact the Faculty Staff Development Committee.

Tuition Reimbursement and Waiver
Dependent Benefit

- The College will waive tuition and fees for SUNY Orange credit courses for the spouse and dependent children.
- The College will also waive 2 non-credit courses at SUNY Orange ($100 limit per course on tuition for non-credit courses) per academic year.
- Forms are available in the Human Resources office and on the website – www.sunyorange.edu/hr


Please Return All Forms to Human Resources:

- **Retirement Questionnaire – if not already completed**
- **Completed Retirement Application**
- **Health Plan Enrollment Application OR Medical Buyout form**
- **Dental Enrollment Application OR Declination form**
- **Vision Enrollment Application OR Declination form**
- **If family coverage, copy of birth certificate and SS card of each family member, for spouse also need copy of marriage certificate (see benefit summary for further information)**
- **If enrolling, Section 125 Flexible Spending Account application**


Additional References For You:

- Faculty Fringe Benefits
- Faculty Contract Book
- Retirement Programs for New Faculty and Staff
- Paperwork Summary Checklist

Questions

For questions, please contact Eileen Barrett
at
845-341-4572 or
email at

eileenbarrett@sunyorange.edu