

# Management Confidential 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
- Tuition



# Leaves

- **Vacation Leave**

- 21 days per academic year
- Unused vacation days will carry over from academic year to academic year to a maximum of 32 days. Any unused vacation days in excess of 32 will be canceled upon the beginning of the next academic year.



# Leaves

- **Sick Leave**

- 13 days per academic year to a maximum accumulation 210 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 Leave**

- 5 days for immediate family.



# Leaves

- **Religious Holidays**

- Leave granted for employees whose convictions require them to observe religious holidays.

- **Sabbatical Leave**

- Sabbatical leaves for professional development may be made available to all members of the full-time professional staff who meet the requirements as stated in the contract.

- **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 1<sup>st</sup> day of 3<sup>rd</sup> 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 1<sup>st</sup> day of 3<sup>rd</sup> month of Employment

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

- Employees with an annual salary of less than \$55,000, the cost will be 3% of the health insurance premium.
- Employees with an annual salary of more than \$55,000, the cost will be 4% of the health insurance premium.





## Health Insurance Upon Retirement

- Health insurance for the employee and his/her dependents will be paid fully in retirement after 10 years of continuous Orange County Community College service.



## Dental Insurance

- Coverage is free for individual plan
- Family coverage is \$26.91 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
  - Life Insurance
- Our representative is Jennifer Boule at 845-337-2134



## Flexible 125 Spending Accounts

- Available for Health Care and Dependent Care
  - Health Care
    - Minimum \$300
    - Maximum \$2,650
  - 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
  - Effective **April 1, 2012**
    - Vesting requires 10 years of service
    - Requires 3% (ERS) and 3.5% (TRS) employee contribution regardless of salary until April 1, 2012. Thereafter the 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



## Optional Retirement Program – TIAA

- 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 (VALIC, VOYA, or FIDELITY).
- Contributions are allocated to accounts based on employee selection.



# SUNY - Optional Retirement Program

- Tier 6
  - Effective **April 1, 2012**
    - Vesting 366 days
    - Requires 3% employee contribution rate of 3% until March 31, 2012. Effective April 1, 2013, 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%           |
| • \$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





## SUNY Orange Early Retirement Incentive

- A full-time Management Confidential employee with 20 or more years of service at Orange County Community College retiring between the ages of 55 and 65, inclusive may request an early retirement incentive. If approved, employee shall receive 42% of his/her base salary.



## 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 Human Resources Portal Benefits Website for further information.
- TIAA enrollment packets are available in the Human Resources office and on the Benefits Website.



## 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, but not more than \$18,000 in 2018. 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 refer to the enclosed college savings plan brochure.



## Longevity Bonus (included in base)

- After 3 years \$ 525
- After 4 years 525
- After 5 years 825
- After 10 years 1,325
- After 15 years 1,825
- After 20 years 2,425
- After 25 years 2,925
- After 30 years 3,325



## 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](http://sunyorange.edu/hr)
- A professional development fund for up to \$1,500 per management confidential employee will be placed in the appropriate vice president's budget each academic year. Funds will be for MC employee professional development.



## 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](http://www.sunyorange.edu/hr)





## Please Return All Forms to Human Resources:

- **Retirement Questionnaire – If you have not already completed**
- **Completed Retirement Application if enrolling in a NYS plan**
- **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**
- **If enrolling, Section 125 Flexible Spending Account application**



## Additional References in Your Package:

- Management Confidential Benefits Booklet
- Paperwork Summary Checklist



## Questions

For questions, please contact Lori Charitable  
at  
845-341-4661 or  
email at

[lori.charitable@sunyorange.edu](mailto:lori.charitable@sunyorange.edu)