

# Staff & Chair 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
- Long Term Care
- Retirement
- NYS Deferred Comp Plan
- NYS College Savings Plan
- Mandatory Agency Shop Fee
- Tuition
- Payroll Items



# Leaves

(please refer to current contract for specific information)

- **Vacation Leave**

- 1<sup>st</sup> year – 10 days per academic year
- 2<sup>nd</sup> – 4<sup>th</sup> year – 15 days per academic year
- 5<sup>th</sup> year forward – 21 days per academic year
- Unused vacation days will carry over from academic year to academic year to a maximum of 31 days. Any unused vacation days in excess of 31 will be canceled upon the beginning of the next academic year.



# Leaves

(please refer to current contract for specific information)

- **Sick Leave**

- 12 month employees - 12 days per academic year to a maximum accumulation 210 days
- 10 month employees - 11 days per academic year to a maximum accumulation 185 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**

- 4 days for immediate family. Please refer to key information summary for specifics.



# Leaves

- **Religious Holidays**

- Leave granted for staff members 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
- ✓ Long Term Care Insurance Plan
- ✓ 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 – (subject to annual deductible)
- Prescription Drug co-pay as low as \$5



## Health Care Coverage - Cost

### NYSHIP – New York State Empire Plan

Individual      \$50.00 bi-weekly

Family          \$88.46 bi-weekly



## Health Insurance Upon Retirement

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



## Dental Insurance

- Coverage is free for individual plan
- Family coverage is \$26.91 per paycheck
- Provider based network
  - [Dental Provides \(located on the HR Website\)](#)
- Coverage provided by The Preferred Group
  - [The Preferred Group](#) (PG Blue)



## Vision Insurance

- Coverage is free for individual plan
- Family coverage is \$1.84 per paycheck
- Provider based network
  - [Vision Providers \(located on the HR website\)](#)
- Coverage provided by The Preferred Group
  - [The Preferred Group](#) (PG Blue)



## 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
  - Lump Sum Critical Illness Coverage
- Our representative is Gina Hillman at 845-457-3924



## 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

## Tier 6 Retirement Plans

### NYS ERS/TRS – Defined Benefit Plans

- Retirement is 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



# Retirement

## Tier 6 Retirement Plans

### SUNY ORP – (Option to the State Pension) DEFINED Contribution Plan

- Vesting after 366 days
- Employer contribution will be 8% of compensable salary for the first 7 years of employment, and 10% thereafter.
- 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-CREF or one of the alternate funding vehicles VOYA, Fidelity, ING, or MET LIFE.
- Contributions are allocated to accounts based on employee selection.

**Please review Tier 6 information contained within the links on portal**



# Retirement Contribution Rates

## NYS ERS/TRS – Defined Benefit Plans

| 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%           |

## SUNY OPTIONAL RETIREMENT – Defined Contribution Plan

| 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%           |

**Please refer to the Retirement Programs for New Faculty and Staff for more information**



## SUNY Orange Early Retirement Incentive

- For the life of the contract expiring August 31, 2017, a Staff & Chair member with 20 or more years of service at Orange County Community College retiring between the ages of 55 and 62, inclusive, shall receive 42% of his/her final year's salary. Staff & Chair members must indicate an intention to retire by January 15 of the year retirement will occur.



## 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 enclosed packet for further information and a list of annuity companies and their representatives.



## 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 2017. 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.



## Mandatory Agency Shop Fees

- Staff & Chair positions are part of the Orange County Community College Staff & Chair Association Union
- Union dues are \$606.36 annually



## Tuition Reimbursement and Waiver Employee Benefit

- The College will waive 3 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 tuition reimbursement for up to \$600 per academic year is available on a first come, first serve basis. For an application, please contact Chair of the Faculty Staff Development Committee (FSDC). For AY 2015-2016 it is Liza Fragola, extension 4913.



## 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 Remember:

- To **complete your OnBoarding** paperwork as soon as possible.
- **Stop by Human Resources** within the first three days of employment with your supporting documentation to process your I-9, a void check/savings deposit slip if you will be participating in our Direct Deposit program, your completed Retirement Application and Beneficiary designation IF you are choosing the NYS Pension program.

### **For Health/Dental/Vision Plan Enrollments please bring:**

- Empire Transaction Form 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 we will also need a copy of your marriage certificate
- If enrolling, Section 125 Flexible Spending Account enrollment form



## Additional References that will be sent to you:

- Staff & Chair Fringe Benefits
- Staff & Chair Contract Book
- Paperwork Summary Checklist



## Questions

For questions, please contact Eileen Barrett  
at

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