

DUTCHESS
COMMUNITY COLLEGE
MANAGEMENT CONFIDENTIAL BENEFITS
Summary of Benefits – Please contact Human Resources for more details

Benefit	Explanation of Benefit	Eligibility
Health Insurance Note: Upon death of a management/confidential employee, health insurance will be fully paid for an eligible spouse and/or dependent for 3 months. They may remain on the plan after that time if they pay 100% of the premiums.	<u>Choices:</u> Anthem (Formerly known as Blue Cross/Blue Shield) Healthy Advantage Anthem (Formerly known as Blue Cross/Blue Shield) EPO20 Buyout for family coverage: \$3,000 Individuals who opt out of health care coverage must provide written proof of alternate health insurance	Employee Monthly Contribution effective January 1, 2023 <ul style="list-style-type: none"> • Anthem Healthy Advantage: 4.5% individual, 18% family • Anthem EPO20: 2% individual, 8% family Maximum contribution per calendar year eff. January 1, 2023: <ul style="list-style-type: none"> • Anthem Healthy Advantage \$1000 individual, \$7000 family • Anthem EPO20 \$500 individual, \$3,500 family
Dental Insurance	College pays 100% premiums Guardian PPO DentalGuard Preferred	1 st of the month proceeding date of hire Or Open enrollment held in November for the proceeding January
Flexible Spending Account & Dependent Care Coverage	Administered through JJ Stanis	1 st of the month proceeding date of hire Or Open enrollment held in November for the proceeding January
Life Insurance	Amount of payout is equal to 1 ½ times the base salary rounded to the nearest thousand dollars up to \$175,000 Administered through Hartford Life College pays 100% of the premium	Date of hire
Long Term Disability	60% of salary; up to a maximum of \$7,500/month College pays 100% of the premium Administered through Hartford Life	Eligible 2 years from date of hire Or Original date of hire if employee is coming from an employer sponsored program. Verification required

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Retirement Plans	<p>The College participates in the SUNY Retirement Program (mandated by SUNY)</p> <p><u>Choices:</u></p> <p>New York State Employees’ Retirement System (ERS)</p> <p>Teachers Retirement System (TRS)</p> <p>Optional Retirement Plan (ORP, Administered through TIAA)</p> <p>Enrollment is mandatory into 1 of the 3 plans mentioned above</p>	<p>Eligible date of hire and must be done within 30 days of employment at the College</p>
Early Retirement	<p>Health Insurance – College will pay 85% for individual or 77.5% for family coverage until eligible for Medicare. Once Medicare eligible, College will pay 70% individual or 55% family coverage</p> <p>Sick Leave- payment of 1 day for each 3 unused sick days up to 45 days</p> <p>Dental – retiree may enroll through COBRA</p> <p>Upon death of retiree, health insurance to be paid by surviving spouse/dependent children for 3 full calendar months. After 3 months, eligible spouse and dependent children have option to continue with College health plan and will be required to pay 100% of the monthly premium</p>	<p>Eligibility – at least 55 years of age, not eligible for regular retirement, and at least 15 years of full-time service</p> <p>Early retirement incentive – age plus service is at least 85 years but less than 90 years, eligible for incentive payment equal to 50% of final academic year salary</p> <p>If age plus service is 90 years or more, eligible for incentive payment equal to 25% of final academic year salary</p> <p>If qualified for the early retirement incentive and continuing on the College’s health insurance, retirees are eligible for Medicare Part B reimbursement by the College. The Medicare Part B reimbursement reduces the health insurance premium</p>

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Regular Retirement	<p>Health Insurance- College will pay 70% individual or 55% family coverage. Retirees are eligible for Medicare Part B reimbursement by College.</p> <p>Sick Leave - payment of 1 day for each 3 unused sick days up to 45 days</p> <p>Dental – retiree may enroll through COBRA</p> <p>Upon death of retiree, health insurance to be paid by surviving spouse/dependent children for 3 full calendar months. After 3 months, eligible spouse and dependent children have option to continue with College health plan and will be required to pay 100% of the monthly premium</p>	Eligibility – age is 65+ with 10 or more years of service
Vacation	<p>22 days/year; 24 days after 5 years of service; at end of fiscal year may get paid for 5 days AND carry over unused days up to a maximum of 20 days. Upon separation from the College, employees may receive a maximum of 30 days of unused vacation</p> <p>Employees are required to take a minimum of 10 vacation days per fiscal year</p>	Prorated for the first year based on employee’s date of hire
Sick	12 days/year; cumulative up to 165 days	Prorated for the first year based on employee’s date of hire
Personal	5 days/year	Prorated for the first year based on employee’s date of hire
Bereavement Leave	4 days for each loss. Applies to mother, father, mother-in-law, father-in-law, husband, wife, domestic partner, siblings, children, grandparent, grandchild, or other dependents or household members	No waiting period

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Holidays	12/year Refer to the annual Holiday Calendar for days observed	
Tuition Waiver	DCC credit courses	Date of hire for employee and for relatives that are spouses, dependent children and/or dependent stepchildren
Tuition Reimbursement	\$2,000/year with approval of President	Includes reimbursement for certificates and professional licenses related to job responsibilities
Educational Achievement Bonus	\$2,000 lump sum payment upon the completion of a doctorate degree, \$1,500 for a master's degree	Must be enrolled during employment and finished while still employed Verification required
Parental Leave	Paid Leave May extend up to 8 consecutive calendar weeks starting within 6 months of the qualifying event	Upon completion of 2 years from original hire date
Sabbaticals	Eligible	Contact Human Resources
Aflac Insurance	Supplemental insurance benefits Employee is responsible for 100% of the premium	Eligible first day of employment Or Any time <i>**Benefit begins 1st of the month proceeding enrollment</i>