VASSAR | HUMAN RESOURCES

# Benefits Summary - Full Time Security Officers

## Health Insurance

- You have a choice of two health plan options: MVP HMO or Aetna Meritain PPO. Benefits are effective on the first of the month following your hire.
- Vassar contributes 88 % of the cost of single coverage and 85% of dependent coverage.

## Vision Insurance

- Vassar sponsors voluntary vision insurance through Aetna. You will be offered the option of electing coverage at new hire and open enrollment annually.

## Dental Insurance

- Vassar sponsors a voluntary (employee-paid) dental insurance plan through Delta Dental. You will be offered the option of electing coverage at new hire and open enrollment annually.

## Flexible Spending Accounts

- You are eligible to elect up to the current IRS-determined maximum in a medical/dental Flex spending account and/or a dependent care Flex spending account. Transit and parking flex accounts are also available for reimbursement of work-related public transportation travel.

## Retirement Plan

- After one (1) year of service, Vassar will contribute the equivalent of 11% of your regular earnings into an employer sponsored retirement plan.
- Upon hire, you are automatically enrolled in the Supplemental Retirement Account (SRA) at a tax-deferred 4% contribution from your paycheck.
- As a new hire your contributions (SRA), and Vassar's once they begin, will be sent to your choice of provider, Fidelity Investments (default provider) or TIAA and will be invested in target-date funds appropriate to your age. You may change your percentage contribution, your retirement provider, and/or your investments at any time on the dedicated portal.

## Paid Time Off

- All vacation accruals are available 7/1 annually and break out as follows: After the six-month (6) probationary period through the end of your first (1) year of service, you receive five (5) vacation days per year. At the start of your second (2) year of service through your third (3) year of service, vacation increases to ten (10) days. From your fourth (4) year of service through ninth (9) year of service, vacation allowance is fifteen (15) days. From tenth (10) year of service through the end of nineteenth (19) year you accrue twenty (20) days; From the start of the twentieth (20) year of service onward you accrue twenty-two (22) days of vacation.
- 14 paid holidays
- Paid Sick Time: sick time accrues at six (6) hours per 104 hours worked.
- Personal Days: three (3) per year on 7/1.

## Tuition Benefits

- You, your spouse/partner or dependent children may attend up to eight semesters at Vassar college tuition-free if accepted as a Vassar student. You must have completed five (5) years of service prior to the beginning of the semester in which you are requesting tuition remission.

## Short Term Disability Insurance

- In accordance with New York State law, Vassar provides disability coverage after five days of disability, equivalent to 50% of your salary up to a weekly maximum of $170.

## Life Insurance

- After three (3) months of completed employment, Vassar provides term life insurance up to the amount of $50,000. You may purchase additional life insurance for yourself, your spouse/partner and your children under age 26.( subject to medical underwriting except at hire or during open enrollment.)

## Voluntary Accident Insurance

- Accident Insurance is designed to help covered employees meet the out-of-pocket expenses and extra bills that can follow an accidental injury, whether minor or catastrophic. Indemnity lump sum benefits are paid directly to the employee based on the amount of coverage listed in the schedule of benefits. The accident base plan is a guaranteed issue, so no health questions are required.(employee paid)

## Voluntary Specified Disease Insurance

- This helps offset the financial effects of a catastrophic illness by paying a lump sum benefit when employees or their covered dependents are diagnosed with a covered illness. The benefit is based on the purchase of a 10k or a 20K policy, the illness & other policy provisions. (employee paid)

## Telemedicine

- You and your family can consult board-certified, prescribing physicians free of charge via phone, website or app. The free telemedicine benefit also includes mental health tele-counseling, expert second opinion, dermatology consults, and coaching on back care and nutrition.

## Employee Assistance Program (EAP)

- Vassar's EAP provides you and your family access to free, confidential short-term counseling and assistance with work-life issues such as elder care and child care.

This overview is intended as a general summary and should not be construed as an official plan document or description.
For complete information, contact the benefits office benefits@vassar.edu.