



FULL-TIME ADMINISTRATIVE (NON-UNION) BENEFITS SUMMARY

The summaries provided in this document contain only general guidelines and information. If you have questions on eligibility or applicability of a benefit or policy, please refer to the Administrative Procedures and benefit documents and forms located on eNet and/or contact Human Resources – Benefits.

MEDICAL INSURANCE

The College offers two medical insurance plans: BlueCross BlueShield of Illinois PPO and HMO Illinois. Both provide access to a cost saving, mail order prescription program and various discount programs. The College pays a portion of the premium for employee and dependent coverage.*

DENTAL INSURANCE

The College offers a dental plan through Delta Dental for you and your family, with an option of selecting an HMO or PPO/Premier plan. The College pays a portion of the premium for employee and dependent coverage.*

LIFE INSURANCE

Group term life and accidental death and dismemberment policy at two (2) times base annual salary or \$100,000 whichever is greater, rounded up to the nearest thousand, provided at no cost to employee. (*Up to \$350,000 max.*)

VISION PLAN

Through the BlueCross BlueShield medical plans, a no-cost vision discount program for exams, lenses and frames is available. Additional coverage can be purchased through ECC's voluntary vision provider, VSP.*

FLEXIBLE SPENDING ACCOUNT

You can set aside earnings on a pre-tax basis through payroll deduction to pay for qualified health expenses not covered by the insurance, and child/elder care expenses as prescribed by law.

RETIREMENT PLANS

The State Universities Retirement System (SURS) provides retirement, disability, death and survivors' benefits to eligible SURS participants and annuitants. ECC employees contribute a fixed percentage of gross earnings which is deposited into the retirement plan you choose. In addition, employees contribute a fixed percentage of earnings to fund a retiree health insurance plan.

Employees may elect to participate in a 403(b) tax-sheltered annuity plan and/or a 457(b) deferred compensation plan. Both plans allow employees to save for retirement by setting aside earnings on a pre-tax basis.

TIME OFF WITH PAY

ECC believes that employees should have generous opportunities to enjoy time away from work to help balance their lives. As such, FT ADMIN** Employees will earn:

- **Vacation** – 15 days in the first year of employment, 1 additional day per year up to 20 days (employees with more than 19 years of continuous service will accrue 25 days per year).
- **Sick** – 12 days per year
- **Personal** – 4 days per year



- **Holidays** - Full-Time Administrators will also enjoy the following paid days off as well as days the college experiences unexpected closures (*unless required to work*):
 - January 1
 - Dr. Martin Luther King, Jr. Day
 - President's Day
 - Spring Recess (5 days per academic calendar)
 - Memorial Day
 - Fridays off in the Summer
 - Independence Day
 - Labor Day
 - Thanksgiving Day and the day after
 - Winter Break (workdays from Dec. 24th through Dec. 31)

PROFESSIONAL DEVELOPMENT

Eligible employees may be reimbursed for pre-approved professional development activities and purchases up to \$2,600 per fiscal year.**

TUITION REIMBURSEMENT

Employees may be eligible to receive reimbursement of tuition for credit courses they, their spouse, or children age twenty-five (25) or younger take at Elgin Community College in which they receive a grade of "C" or better.**

MORE GREAT STUFF!

- Long-Term Disability Insurance
- Voluntary Employee, Spouse and Child Life Insurance
- Sick Bank Program
- Confidential Employee Assistance Program available 24/7
- Wellness Programs
- On-Site Fitness Center
- On-Site Childcare
- Access to the Kane County Teachers Credit Union
- ECC Box Office Discounts
- On-Site Blood Drives
- Fine Dining at Spartan Terrace

Be sure to ask about discounts provided to ECC employees when frequenting local businesses! Such as wireless providers, electronics companies, craft/fabric stores, fitness centers, park districts, book stores, museums, etc.

****Please see the following rate sheet for details.***

*****Please refer to the Administrative Procedures located on eNet for details.***

Elgin Community College
Medical / Dental / Vision Rates Per Pay Period
ADMINISTRATIVE EMPLOYEES
Effective July 1, 2017*

<i>Benefit Plan</i>	<i>Employee Share</i>		<i>Employer Share</i>	
BCBS Medical - PPO				
Employee Only Coverage	\$51.74		\$405.68	
Employee + 1 Coverage	\$138.67		\$757.86	
Employee + Family Coverage	\$187.54		\$955.86	
BCBS Medical - HMO				
Employee Only Coverage	\$37.46		\$293.70	
Employee + 1 Coverage	\$103.92		\$562.94	
Employee + Family Coverage	\$142.95		\$721.07	
Delta Dental – Preferred Option				
Employee Only Coverage	\$1.89		\$15.49	
Employee + 1 Coverage	\$5.48		\$30.76	
Employee + Family Coverage	\$11.16		\$54.89	
Delta Dental – HMO				
Employee Only Coverage	\$1.04		\$8.46	
Employee + 1 Coverage	\$2.64		\$15.13	
Employee + Family Coverage	\$4.16		\$21.54	
VSP - Vision				
	Current		Effective 1/1/2018	
	Employee	Employer	Employee	Employer
Employee Only Coverage	\$2.66	\$0.00	\$2.95	\$0.00
Employee +1 Coverage	\$4.07	\$0.00	\$4.28	\$0.00
Employee + Family Coverage	\$6.89	\$0.00	\$7.67	\$0.00

09/2017

*Subject to Change with Board Approval