



### **SCHEDULE OF FULL-TIME IBEW BENEFITS**

*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 current IBEW Contract 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 IBEW\*\* Employees will earn:

- **Sick:** 12 days per year
- **Personal:** 4 days per year
- **Vacation:**

1-4 continuous years	10 working days
5-9 continuous years	15 working days
Beginning with 10th year of continuous service	20 working days



- **Holidays:** Full-Time IBEW employees 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
  - Good Friday
  - Memorial Day
  - Independence Day
  - Labor Day
  - Veteran's Day (*if it falls on a normally scheduled workday*)
  - Thanksgiving Day and the day after
  - Christmas Eve (*if it falls on a normally scheduled workday*)
  - Christmas Day
  - New Year's Eve (*if it falls on a normally scheduled workday*)

## PROFESSIONAL DEVELOPMENT

Eligible employees may be reimbursed for pre-approved professional growth activities\*\*.

## 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 IBEW contract for details.***

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

<i>Benefit Plan</i>	<i>Employee Share</i>		<i>Employer Share</i>	
<b>BCBS Medical - PPO</b>				
Employee Only Coverage	\$58.30		\$399.12	
Employee + 1 Coverage	\$153.01		\$743.52	
Employee + Family Coverage	\$206.26		\$937.15	
<b>BCBS Medical - HMO</b>				
Employee Only Coverage	\$42.21		\$288.96	
Employee + 1 Coverage	\$114.61		\$552.25	
Employee + Family Coverage	\$157.14		\$706.88	
<b>Delta Dental – Preferred Option</b>				
Employee Only Coverage	\$2.26		\$15.12	
Employee + 1 Coverage	\$6.41		\$29.83	
Employee + Family Coverage	\$12.97		\$53.08	
<b>Delta Dental – HMO</b>				
Employee Only Coverage	\$1.24		\$8.26	
Employee + 1 Coverage	\$3.06		\$14.71	
Employee + Family Coverage	\$4.80		\$20.90	
<b>VSP - Vision</b>	<b>Current</b>		<b>Effective 1/1/2018</b>	
	<b>Employee</b>	<b>Employer</b>	<b>Employee</b>	<b>Employer</b>
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 Ratification of CBAs