



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:** Up to 4 days per year (pro-rated based on date of hire)
- **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*):
 - New Year's Day
 - Dr. Martin Luther King, Jr. Birthday
 - President's Day
 - Good Friday
 - Memorial Day
 - Independence Day
 - Labor Day
 - Veteran's Day
 - Thanksgiving Day and the day after
 - Christmas Eve
 - Christmas Day
 - New Year's Eve

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
ECCFA, IBEW & SSECCA EMPLOYEES
Effective July 1, 2017*

| <i>Benefit Plan</i> | <i>Employee Share</i> | <i>Employer Share</i> |
|--|-----------------------|-----------------------|
| BCBS Medical - PPO | | |
| Employee Only Coverage | \$58.30 | \$399.12 |
| Employee + 1 Coverage | \$153.01 | \$743.52 |
| Employee + Family Coverage | \$206.26 | \$937.15 |
| BCBS Medical - HMO | | |
| Employee Only Coverage | \$42.21 | \$288.96 |
| Employee + 1 Coverage | \$114.61 | \$552.25 |
| Employee + Family Coverage | \$157.14 | \$706.88 |
| Delta Dental – Preferred Option | | |
| Employee Only Coverage | \$2.26 | \$15.12 |
| Employee + 1 Coverage | \$6.41 | \$29.83 |
| Employee + Family Coverage | \$12.97 | \$53.08 |
| Delta Dental – HMO | | |
| Employee Only Coverage | \$1.24 | \$8.26 |
| Employee + 1 Coverage | \$3.06 | \$14.71 |
| Employee + Family Coverage | \$4.80 | \$20.90 |
| VSP - Vision | | |
| Employee Only Coverage | \$2.95 | \$0.00 |
| Employee +1 Coverage | \$4.28 | \$0.00 |
| Employee + Family Coverage | \$7.67 | \$0.00 |