

# 2018-19 Daemen College Summary of Employee Benefits

## HEALTH INSURANCE

Daemen College offers employees health insurance with Blue Cross Blue Shield (BCBS) POS 206 and POS 8200 (HDHP WNY Only). Daemen participants in The Good Life Program through BCBS.

Coverage is effective the first day of the month after hire. Employee share of premium is calculated annually and the open enrollment period is May 1<sup>st</sup> through May 15<sup>th</sup> with changes effective June 1<sup>st</sup>.

Dependent children may be covered until age 26 regardless of full time student status. Domestic partners are covered.

The Plan requires all covered employees to select a participating primary care physician for each family member enrolled.

The employee share of the premium is deducted from the bi-weekly paycheck, half per pay period on a pre-tax basis.

In addition to the above benefits, the Plan provides a \$250.00 wellness card to be used during the Plan year to purchase vitamins and supplements from a participating health food store; as credit towards gym membership, chiropractic co-pays or massages.

### Employee Cost Share for BCBS POS 206

Annual Salary Up to \$24,999	Single Coverage	\$25.65 per month
	Family Coverage	\$41.04 per month
Annual Salary \$25,000-\$39,999	Single Coverage	\$84.63 per month
	Family Coverage	\$148.76 per month
Annual Salary \$40,000-\$59,999	Single Coverage	\$141.07 per month
	Family Coverage	\$256.46 per month
Annual Salary \$60,000-\$79,000	Single Coverage	\$159.01 per month
	Family Coverage	\$282.10 per month
Annual Salary \$80,000 and up	Single Coverage	\$169.27 per month
	Family Coverage	\$320.59 per month

### Employee Cost Share for BCBS POS 8200 Plan (WNY Only)

Annual Salary Up to \$24,999	Single Coverage	\$2.20 per month
	Family Coverage	\$4.40 per month
Annual Salary \$25,000-\$39,999	Single Coverage	\$4.58 per month
	Family Coverage	\$11.35 per month
Annual Salary \$40,000-\$59,999	Single Coverage	\$60.91 per month
	Family Coverage	\$119.05 per month
Annual Salary \$60,000-\$79,000	Single Coverage	\$78.85 per month
	Family Coverage	\$144.71 per month
Annual Salary \$80,000 and up	Single Coverage	\$89.11 per month
	Family Coverage	\$183.17 per month

**Single Plan HSA Contribution    \$750**  
**Family Plan HSA Contribution    \$1,500**

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## HEALTH SPENDING

Health spending accounts are available to enrollees of the POS 8200 HDHP and allow covered employees to pay for certain medical, dental, and vision expenses on a pre-tax basis. Paying for these expenses with pre-tax dollars saves money by lowering taxable income.

The minimum contribution to enroll in the health spending plans is \$400 and the plan year runs June 1<sup>st</sup> – May 31<sup>st</sup>. Any funds remaining on May 31<sup>st</sup> are rolled over without forfeitures. Maximum contributions, covered expenses and dependent eligibility and forfeiture rules are governed by IRS regulations. Newly hired eligible employees may enroll within thirty days of their hire date and must re-enroll annually thereafter.

## FLEXIBLE SPENDING ACCOUNT

Flexible spending accounts are available to allow covered employees to pay for certain premiums, medical and dependent care expenses on a pre-tax basis. Paying for these expenses with pre-tax dollars saves money by lowering taxable income. Please be aware that Social Security benefits may be reduced in the future when funding a Flexible Spending Account. A tax advisor can assist with determining how the tax savings will compare to possible reductions in future benefits.

The minimum contribution to enroll in the flexible benefit plans is \$400 and the plan year runs June 1<sup>st</sup> – May 31<sup>st</sup>. The medical expenses account allows for \$500 to be rolled over without forfeitures. Maximum contributions, covered expenses and dependent eligibility and forfeiture rules are governed by IRS regulations. Newly hired eligible employees may enroll within thirty days of their hire date and must re-enroll annually thereafter.

## DENTAL INSURANCE

Coverage is administered by the Guardian. The Plan is a preferred provider arrangement but employees may elect to see a non-participation dentist that will be reimbursed at the Guardian negotiated rate for all services rendered. The Plan includes an orthodontic rider for children under the age 19. Maximum benefit of \$1000.00 per enrolled family member per calendar year. Coverage begins the first of the month after date of hire. Coverage is extended to age 26 for dependent children.

Coverage Level	Monthly Cost
Single	\$7.94
Family	\$19.85

## COMPREHENSIVE VISION

Low group rates are available for full vision insurance products utilizing either the VSP or Davis Vision networks. Family coverage includes children to age 26. Employee pays 100% of the cost for this benefit with a pre-tax, biweekly payroll deduction.

Monthly Cost	VSP- Option 1	Davis- Option 2
Single	\$10.26	\$7.32
Family	\$22.08	\$15.74

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## TERM LIFE INSURANCE

Employee, spouse and/or dependent coverage options are available within thirty days of hire. Guaranteed issue. For basic amounts no medical questions are asked and no physicals are required. Employee pays 100% of the cost for this benefit with a biweekly payroll deduction.

## SHORT TERM DISABILITY

This plan is offered at no cost after six months of full time employment. Salary is continued for the first ninety days upon receipt of a completed and validated New York State disability form. There is a five-day elimination period.

## LONG TERM DISABILITY

This plan is offered at no cost to all full time employees after ninety days of employment. The Plan provides for replacement of salary at 2/3 for length of disability or normal retirement age whichever is less. There is a ninety-day elimination period before benefits begin.

## TUITION BENEFITS

Tuition benefits for classes at Daemen College are available to the employee/spouse/same sex domestic partner and dependent children the semester after hire. Applicants for tuition benefits at CICU and CIC networks of schools are also available the semester after hire and cover undergraduate courses only. Applications for Tuition Exchange scholarships are accepted for dependent children after five years of service.

## RETIREMENT PLAN

After one year of service, employees are eligible to participate in the Retirement Plan. The college contributes 8% for all employees that contribute 5% on a pre-tax basis. Employees may join the plan immediately after hire with match if they have completed one year of full time service at another college or university in the twelve months prior to hire. TIAA administers this plan. \* *Twelve months of full-time service in higher education immediately prior to employment at Daemen will be counted towards the waiting period, as long as a letter from the previous college's or university's HR department is provided upon hire.*

## VACATION ACCURAL

**Staff** accrual is two weeks per year. Hours begin accruing with first full two week par period and the employee may begin taking accrued time after six months of employment. Staff accrual increases to three weeks per year after five years of service and four weeks per year after ten years of service. Employee may accrue up to thirty days of vacation.

**Administrative** accrual is four weeks per year. Accrual begins first full month of employment and accrued time may be taken after six months of employment. Employee may accrue up to thirty days of vacation.

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## SICK/PERSONAL TIME

Full time **staff** employees that have completed their introductory employment period by July 1<sup>st</sup>, receive seven days for sick or personal leave to be used between July 1<sup>st</sup> and June 30<sup>th</sup>. Staff employees that complete their introductory period after July 1<sup>st</sup> receive the seven days on a prorated basis.

## RELOCATION EXPENSE

Upon approval of the appropriate Dean or Vice-President, the college pays up to one-half the cost of moving normal household goods (not to exceed \$3000.00 and excluding charges for packaging, storage or insurance).

## GROUP TRAVEL ACCIDENT

This Plan provides benefits for both domestic travel greater than one hundred miles from your legal residence as well as international travel. There is no elimination period of cost for this benefit. Travel must be business related.

## EMPLOYEE ASSISTANCE

The employee assistance program can be reached 24 hours per day/seven days per week. A variety of free support services are available at 1-800-386-7055 or at [www.ibhworklife.com](http://www.ibhworklife.com) (Username: Matters; Password: wlm70101)