

Summary of Benefits Full-time Employees (not including Faculty)

MEDICAL PLAN

Eligibility: May vary based upon the position classification
 Carrier: Aetna (www.aetna.com) (Housekeeping, Maintenance and Grounds via Local 200 medical plan.)
 Plan Type: Aetna Marist Care & Legacy [Marist Care Plan Design and Summary](#)
[Legacy Plan Design and Summary](#)
 Contribution: 85% College / 15% Employee

DENTAL PLAN

Eligibility: May vary based upon the position classification
 Carrier: Delta Dental (www.deltadentalins.com) (Housekeeping, Maintenance and Grounds via Local 200 plan)
 Plan Type: Delta Dental PPO, Delta Dental Premier
 Contribution: 85% College / 15% Employee

RETIREMENT PLAN

Eligibility: 1 year of service at Marist, waived with service at eligible institutions; *Mandatory* participation.
 Carrier: TIAA (www.tiaa.org/marist)
 Contribution: Years 1-6: Marist contributes 7.5% of base salary, employee contributes 4%
 Years 7-15: Marist contributes 10.5% of base salary, employee contributes 1%
 Years 16+: Marist contributes 12% of base salary, employee contributes 1%

SUPPLEMENTAL RETIREMENT PLAN (Voluntary Participation "Employee-only")

Eligibility: (no eligibility requirements to satisfy)
 Carrier: TIAA (www.tiaa.org/marist)
 Contribution: Employee contributions may begin as soon as 1st of the month following 90 days employment.
 \$18,000 max contribution in 2017
 \$24,000 max contribution for participants age 50+ in 2017

LIFE INSURANCE

Eligibility: May vary based upon the position classification. Voluntary participation.
 Carrier: Sun Life (www.sunlife.com)
 Plan Type: Basic Life Coverage at 1x base salary, maximum of \$100,000
 Contribution: 50/50 cost split between Marist and employee. \$.23 per \$1,000 of coverage

HOLIDAYS

As designated by the College, and dependent upon staffing needs of the department.
 View the 2016-2017 Holiday Schedule: www.marist.edu/humanresources/benefits/holiday.html

OTHER BENEFITS

Relocation assistance: up to \$7,000 for qualified expenses (Administrators only)
 On Campus Post Office
 Discounts on IBM/Lenovo & Apple Computers
 Discounted Verizon cell phone service
 Legal Services through Corbally, Gartland and Rappleyea, Esq. 845-454-1110
 Special Offers at Mike Arteaga's Health and Fitness Center, 845-452-5050 or www.MikeArteaga.com
 Free On-Campus Parking
 Library privileges, and access to all dining halls and cafes including on-campus Starbucks
 Access to McCann Center

UNEMPLOYMENT INSURANCE

Eligibility: [See New York State eligibility requirements](#)
 Contribution: 100% by Marist

FLEXIBLE SPENDING ACCOUNT (FSA)

Eligibility: Date of Hire
 Carrier: AetnaFSA www.marist.edu/humanresources/pdfs/FSA%20Overview.pdf
 Plan Type: Pre-tax dollars for eligible health expenses and dependent care.
 Contribution: IRS Maximum allocations: \$2,600 Health acct., \$2,500 Dependent Care acct.
 (up to \$5,000 on dependent care accounts if filing taxes as married, joint).

WORKER'S COMPENSATION INSURANCE

Eligibility: Date of Hire
 Carrier: PMA Group
 Contribution: 100% by Marist

SHORT TERM DISABILITY INSURANCE

Eligibility: 7 day waiting period for each disability claim
 Carrier: Sun Life
 Contribution: \$1.30 per semi monthly pay period

LONG TERM DISABILITY INSURANCE

Eligibility: 12-36 months of service (some employee groups not eligible)
 Carrier: Sun Life
 Contribution: 100% by Marist

TUITION BENEFITS

Waiting Period: Employees and their spouses are eligible for educational benefits at Marist beginning with the semester after the completion of four (4) months of employment. Dependent children are eligible for educational benefits beginning with the semester after the employee has completed two (2) years of service.
 Eligible Credits: Up to 16 undergraduate credits per semester are covered under this policy. Up to 18 graduate credit hours may be taken annually (academic year) by eligible faculty, spouses, and dependent children. Dependent children are eligible to enroll until age 26.
 Outside Institutions: Dependent children are eligible to obtain a maximum of \$2,000 per semester towards tuition at an accredited institution. Eight (8) full-time semesters only.

EMPLOYEE ASSISTANCE PROGRAM

Provider: Emergency One, 845-338-4600
 Plan Type: EAP: www.marist.edu/humanresources/wellness/eapnew.pdf
 Contribution: Free initial consultations for all faculty and staff.

VACATION

Eligibility: End of Probation period - six (6) months/180 days
 Benefit: 2 to 4 weeks, dependent on years of service and position held.

PERSONAL DAYS

Eligibility: End of Probation period - six (6) months/180 days
 Benefit: May vary based upon the position classification.

SICK DAYS

Eligibility: End of Probation period - six (6) months/180 days
 Benefit: May vary based upon the position classification.

PLEASE NOTE

The actual terms of the various benefit plans are stated in and governed by the formal plan documents. Please contact the Office of Human Resources for more information.

In order to ensure that the College has the flexibility to address changes that might be needed with respect to any applicable College benefit plan (whether as a result of legal changes, changes made by providers, or other changing circumstances), the College reserves the right to modify or terminate plans from time to time. If there is any inconsistency between the description of benefits above and the terms of the applicable plan, the terms of the plan will control and the College will have the discretionary authority to construe any ambiguous or uncertain provision.