



BENEFITS SUMMARY - STAFF and SUPERVISORS

HEALTH INSURANCE

- ◆ A choice of three health plan options: Aetna Meritain PPO or or EPO, or MVP HMO.
- ◆ Vassar covers 82.5% of single health insurance coverage and 79.5% of dependent coverage.

RETIREMENT PLAN

- ◆ After one year of service, you become eligible for Vassar's retirement plan benefit.
- ◆ Vassar contributes an amount equivalent to 11% of your regular earnings to a Retirement Account.
- ◆ Upon hire, you are automatically enrolled in the Supplemental Retirement Account (SRA) at a tax-deferred 4% contribution from your paycheck.
- ◆ Your contributions, and Vassar's once they begin, are invested 50%/50% between Fidelity Investments and TIAA, in target-date funds appropriate to your age. You may change your percentage contribution, your vendor split, and/or your investments at any time on a dedicated portal.

PAID TIME OFF

- ◆ One day of vacation for each month worked
- ◆ 13 paid holidays
- ◆ Paid sick time for both short term illness and extended needs.
- ◆ Paid time off increases according to your years of service

TUITION BENEFITS

- ◆ You, your spouse/partner or dependent children may attend up to eight semesters at Vassar college tuition-free if accepted a Vassar student.
- ◆ You or your spouse/partner may take Vassar courses tuition-free on a course by course basis.

SHORT TERM DISABILITY INSURANCE

- ◆ In accordance with New York State law, Vassar provides short-term disability insurance, covering up to \$170 of your weekly income after five days of disability. Supplemental disability coverage may be available after probation.

LIFE INSURANCE

- ◆ Vassar provides you with term life insurance coverage of \$15,000 or your annual salary, whichever is greater. You may purchase additional life insurance, subject to medical underwriting except at hire or during a life insurance open enrollment.

FLEXIBLE SPENDING ACCOUNTS

- ◆ You are eligible to tax-shelter up to the current IRS-determined maximum in a medical/dental Flex spending account and/or a dependent care Flex spending account. Transit and parking flex accounts are also available for reimbursement of work-related public transportation travel.

DENTAL INSURANCE

- ◆ Vassar sponsors a voluntary (employee-paid) dental insurance plan. You are eligible to join within 30 days of your hire. Contact the Benefits Office for information.

TELEMEDICINE

- ◆ You and your family can consult board-certified, prescribing physicians free of charge via phone, website or app. The free telemedicine benefit also includes mental health tele-counseling, expert second opinion, dermatology consults, and coaching on back care and nutrition.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- ◆ Vassar's EAP provides you and your family access to free, confidential short-term counseling and assistance with work-life issues such as elder care and child care.