



MANAGERIAL STAFF

SUMMARY OF BENEFITS

HEALTH INSURANCE

| BENEFIT | WHO PAYS | ELIGIBILITY | BENEFITS RECEIVED |
|-------------|---|-----------------|--|
| MEDICAL PPO | The cost is shared between the College and the employee | Upon employment | A summary of the PPO medical benefits can be found in the Benefits Guide . |
| MEDICAL HMO | The cost is shared between the College and the employee | Upon employment | A summary of the HMO medical benefits can be found in the Benefits Guide . |

DENTAL INSURANCE

| BENEFIT | WHO PAYS | ELIGIBILITY | BENEFITS RECEIVED |
|------------|---|-----------------|---|
| DENTAL PPO | The cost is shared between the College and the employee | Upon employment | A summary of the PPO dental benefits can be found in the Benefits Guide . |
| DENTAL DMO | The cost is shared between the College and the employee | Upon employment | A summary of the HMO dental benefits can be found in the Benefits Guide . |

VISION INSURANCE

| BENEFIT | WHO PAYS | ELIGIBILITY | BENEFITS RECEIVED |
|---------|---|-----------------|---|
| VISION | The cost is shared between the College and the employee | Upon employment | A summary of the vision benefits can be found in the Benefits Guide . |

EMPLOYEE ASSISTANCE PROGRAM

| BENEFIT | WHO PAYS | ELIGIBILITY | BENEFITS RECEIVED |
|-----------------------------|-------------|-----------------|---|
| EMPLOYEE ASSISTANCE PROGRAM | The College | Upon employment | Northwestern Medicine provides services and referrals for employees and their covered dependents for problems related to individual, work, family, etc. Visit Northwestern Medicine EAP for additional information or call (888) 933-1327 to schedule an appointment. |

Benefits are subject to change

LIFE INSURANCE

| BENEFIT | WHO PAYS | ELIGIBILITY | BENEFITS RECEIVED |
|---|--------------|-----------------|---|
| BASIC LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT | The College | Upon employment | The College provides a \$50,000 basic term life insurance policy. |
| OPTIONAL LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT | The Employee | Upon employment | Additional insurance may be applied for. Please contact the Benefits Department in Human Resources for information. |

DISABILITY INSURANCE

| BENEFIT | WHO PAYS | ELIGIBILITY | BENEFITS RECEIVED |
|---|---|---|---|
| LONG TERM DISABILITY STATE UNIVERSITIES RETIREMENT SYSTEM (SURS) | Included as part of the 8% contribution to SURS | The employee is eligible to receive this benefit after satisfying SURS requirements | SURS provides long term disability. See SURS for details. |
| LONG TERM DISABILITY VOLUNTARY | The Employee | Upon employment | Pays up to 65% of gross monthly earnings after the greater of a 90-day elimination period or the end of accumulated sick leave. Offset with SURS. |

LONG TERM CARE INSURANCE

| BENEFIT | WHO PAYS | ELIGIBILITY | BENEFITS RECEIVED |
|-----------------------|--------------|-----------------|---|
| LONG TERM CARE | The Employee | Upon employment | Employees can purchase Long Term Care insurance for themselves, spouse, parents, in-laws or grandparents. For plan options and details, visit LTC/Eldercare . |

Benefits are subject to change

VACATION

| BENEFIT | WHO PAYS | ELIGIBILITY | BENEFITS RECEIVED |
|----------|-------------|--|---|
| VACATION | The College | After the first 120 days of benefited employment | <p>Vacation is accrued each payroll period based on time worked (up to 40 work hours per week) according to the years of service below. Maximum accumulation as of June 30 each year is limited to 2 years' worth of vacation days, not to exceed 40 days.*</p> <p>*NOTE: Effective 6/30/2014, vacation carryover is limited to 25 days.</p> |

VACATION FOR EMPLOYEES HIRED BEFORE 7/1/2012

| YEARS OF CONTINUOUS BENEFITED SERVICE | VACATION DAYS PER YEAR |
|---------------------------------------|------------------------|
| less than 5 years | 13 |
| 5 years, but less than 10 years | 18 |
| 10 years, but less than 15 years | 23 |
| 15-16 | 24 |
| 17 or more | 25 |

VACATION FOR EMPLOYEES HIRED ON OR AFTER 7/1/2012

| YEARS OF CONTINUOUS BENEFITED SERVICE | VACATION DAYS PER YEAR |
|---------------------------------------|------------------------|
| less than 5 years | 10 |
| 5 years, but less than 10 years | 15 |
| 10 years or more | 20 |

HOLIDAYS

| BENEFIT | WHO PAYS | ELIGIBILITY | BENEFITS RECEIVED |
|----------|-------------|---|---|
| HOLIDAYS | The College | <p>Upon employment</p> <p>Floating holiday available after 120 days of benefited employment</p> | <p>13 holidays plus 1 floating: New Year's Eve Day, New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day & Friday after, Christmas Eve Day, Christmas Day, and 3 additional days between Christmas Day and New Year's Eve Day.</p> |

Benefits are subject to change

SICK LEAVE and EXTENDED LEAVES

| BENEFIT | WHO PAYS | ELIGIBILITY | BENEFITS RECEIVED |
|--|--------------|--|---|
| SICK LEAVE | The College | Upon employment | 16 workdays of sick leave per fiscal year. New employees receive 64 hours for the first 6 months (48 hours for 30 hour employees) with the balance available after 6 months. Maximum carryover is 300 days in addition to the current year accrual. Up to 8 days per year can be used for illness in immediate family. Immediate family is defined for the purpose of paid family leave as child, stepchild, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent. Sick leave days are prorated for newly eligible employees. Please refer to the Managerial Staff Information Guidebook for specific information. |
| HEALTH LEAVE BANK | The College | 6 months after enrollment | Health Leave Bank allows a match up to the employee's accumulated sick leave (maximum of 60 days) at the beginning of each fiscal year (7/1) after paid leave is exhausted. Refer to the Employee Portal (insideCOD) for specific guidelines. |
| FAMILY MEDICAL LEAVE ACT (FMLA) | The College | After 1 year of employment and 1,250 hours or more | Up to 12 weeks of unpaid leave with benefits continued as an active employee. Contact Human Resources for FMLA paperwork and information. |
| PERSONAL LEAVE OF ABSENCE | The Employee | After 1 year of employment | Unpaid absence for personal or educational leave may be granted for up to 1 year without pay. Employees must apply in writing and receive prior approval. Medical/Dental coverage for self and dependents may be continued at employee's expense (current group rate) during leave. |

BEREAVEMENT

| BENEFIT | WHO PAYS | ELIGIBILITY | BENEFITS RECEIVED |
|-------------------------|-------------|-----------------|---|
| BEREAVEMENT DAYS | The College | Upon employment | Up to 5 bereavement days per incident for the death of an immediate family member. Immediate family is defined as parents, spouses, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, sons/daughters-in-law, aunts/uncles, nieces/nephews, unmarried partner/fiancé, step and half relatives that are specified within these familial relationships, any individual for whom employee has legal guardianship status. These are subtracted from sick leave. Please refer to the Managerial Staff Information Guidebook for specific information. Up to 5 additional days of unpaid leave may be allowed for the death of a child, or up to 6 weeks unpaid leave for the death of a second child. Employees may substitute accrued vacation for these days of unpaid leave. |

Benefits are subject to change

RETIREMENT and SAVINGS

| BENEFIT | WHO PAYS | ELIGIBILITY | BENEFITS RECEIVED |
|--|---|---|--|
| SURS | The Employee contributes 8% of gross compensation | Upon employment | Employee is eligible to receive a retirement benefit after satisfying certain SURS age and length of service requirements. SURS will send the employee information. |
| COLLEGE OF DUPAGE BENEFITS ELIGIBLE RETIREMENT BENEFITS | The College | Upon completion of at least 10 years of consecutive benefited service (regularly scheduled to work 30 or more hours/week) with COD immediately preceding retirement date, and meets the minimum age requirement to receive a SURS retirement annuity as of date of retirement, and submits written notice of intention to retire to HR, at least three months prior to retirement | Benefit eligible retiree is reimbursed up to \$2200 for medical insurance premiums for the earlier of 5 years or age 65. \$10,000 paid life insurance policy for 5 years post-retirement. Retirees and their eligible dependents may take credit classes through the College, paying 1/2 of the in-district rate plus all fees. Registration dates may be found on-line at www.cod.edu/registration , or call Registration Services at 630-942-2377. |
| COLLEGE OF DUPAGE PART TIME RETIREE BENEFITS | The College | Upon completion of at least 20 years of consecutive service, regularly scheduled to work at least 20 hours/week immediately preceding the retirement date, and meets the minimum age requirement to receive a SURS retirement annuity as of the date of retirement, and submits written notice of intention to retire to HR, through the supervisor, at least three months prior to retirement. | Part-time COD eligible retiree may take one credit class per term through the College, paying half the in-district rate plus all fees. |
| SURS/RETIREE HEALTH INSURANCE | The Employee | Upon benefited employment | Mandatory .5% of gross deducted post-tax to offset SURS Health Insurance available at retirement. |
| MEDICARE | The Employee | Upon employment | Employees hired after 4/86 have 1.45% of gross compensation withheld for Medicare. |
| 403b AND 457 PLANS | The Employee | Upon employment | Contributions are voluntary and made through payroll deductions. Visit the Plan Administrator website VALIC for additional information. New enrollments call (888) 569-7055. Current participants call (800) 448-2542. |
| FLEXIBLE SPENDING ACCOUNT | The Employee | Upon employment | The College offers Flexible Spending Accounts (pre-tax) for medical and dependent care expenses. |

Benefits are subject to change

MISCELLANEOUS

| BENEFIT | WHO PAYS | ELIGIBILITY | BENEFITS RECEIVED |
|---------------------------------|---|-----------------|--|
| JURY DUTY | The College | Upon employment | Employees continue to collect their regular salary while on jury duty, but not in addition to jury pay. Jury pay is turned into the Cashier's Office. |
| WITNESS DUTY | The College | Upon employment | Up to 2 days leave with pay may be granted for witness duty when subpoenaed for judicial proceedings. Any witness duty pay is turned into the Cashier's Office. |
| MILITARY SERVICE PHYSICAL EXAMS | The College | Upon employment | 1 day leave with pay will be granted for a physical examination required for military duty. |
| RESERVE UNITS | The cost is shared between the Employee and the College | Upon employment | When summoned for duty in a reserve unit, the College will pay the employee the difference between military pay and the College pay, not to exceed 10 days. After 10 days, leave without pay is granted. |
| FREE CHECK CASHING | The College | Upon employment | Employees may cash personal checks up to \$50 (at no charge) at the Cashiers Office. Must have employee ID. |
| DIRECT DEPOSIT | N/A | Upon employment | Employee paychecks are directly deposited into the employee's designated account. Complete the direct deposit form and attach a voided check or deposit ticket. Contact the Payroll Department for more information. |
| LIBRARY | The College | Upon employment | Use of the College Library requires an employee ID. |
| BOOKSTORE AND GREENHOUSE | The College | Upon employment | Employees receive a 10% discount at the campus bookstore and a 10% discount at the greenhouse with an employee ID. |
| ATHLETIC FACILITIES | The cost is shared between the Employee and the College | Upon employment | Employees receive discounted membership rates to the Chaparral Fitness Center in the Physical Education Building. Contact the Fitness Center for information. |
| EMPLOYEE DISCOUNT PROGRAM | The Employee | Upon employment | A detailed list of discounts available to employees is on insideCOD . |

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EDUCATIONAL DEVELOPMENT and TUITION WAIVER

| BENEFIT | WHO PAYS | ELIGIBILITY | BENEFITS RECEIVED |
|--|---|-------------------------------------|--|
| TUITION WAIVER | The cost is shared between the Employee and the College | Upon employment | Employees and their income tax dependents may take credit classes through the College with reduced tuition. Employees pay 1/3 of in-district rates plus all fees. Employees and dependents may register on or after the registration date for employees as published by the COD Registration Office. Prior to dependents registering, the Tuition Waiver Dependent Verification Form (available on insideCOD/Forms Library) must be completed each calendar year. |
| TUITION REIMBURSEMENT AND EDUCATIONAL/ PROFESSIONAL DEVELOPMENT | The College | After a 180 day probationary period | Up to \$1850 per fiscal year is available for tuition reimbursement with <i>prior approval</i> . Of the \$1850, up to \$500 of that may be used for professional dues; up to \$240 may be used for health club membership, Weight Watchers or a similar program; up to \$600 per year may be used to reimburse pre-approved travel related expenses. The Professional Development Form (available on insideCOD/Forms Library) must be completed. |

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BENEFITS DIRECTORY

| | | |
|--|---|--|
| Blue Cross Blue Shield of Illinois PPOs | | Blue Cross Blue Shield of Illinois |
| Customer Service | (800) 458-6024 | NOTE: |
| Pre-Authorization Medical Pre-Authorization Mental Health/Substance Abuse | (800) 635-1928 (800) 851-7498 | THESE PHONE NUMBERS ARE |
| Provider Locator | (800) 810-2583 | ON THE BACK OF YOUR |
| 24/7 Nurseline | (800) 299-0274 | BCBS CARD |
| Pharmacy Program (Prime) Prime Mail Order Services | (877) 794-3574 (800) 423-1973 | Prime Therapeutics |
| Blue Cross Blue Shield & Blue Advantage HMO | | Blue Cross Blue Shield of Illinois |
| Customer Service | (800) 892-2803 | NOTE: THESE PHONE NUMBERS ARE ON THE BACK |
| Substance Abuse | (800) 346-3986 | OF YOUR BCBS CARD |
| Pharmacy Program (Prime) Prime Mail Order Services | (877) 794-3574 (800) 423-1973 | Prime Therapeutics |
| Delta Dental of Illinois PPO Delta Dental – DeltaCare HMO | (800) 323-1743 (800) 942-3772 | Delta Dental |
| Employee Assistance Program (EAP) | (888) 933-1327 | Northwestern Medicine EAP Employee Assistance Program |
| Flexible Spending/Health Savings Accounts | (800) 669-3539 | Navia Benefits Company Code: CDP |
| 403b/457 Plans: VALIC | New enrollments: (888) 569-7055 Current participants: (800) 448-2542 | VALIC |
| Reliance Standard (Long term disability and life insurance) | (800) 351-7500 | Reliance Standard |
| Social Security Administration | (800) 772-1213 | Social Security Administration |
| State Universities Retirement System (SURS) | (800) 275-7877 | SURS |
| Long Term Care and Elder Care | (877) 485-2318 | LTC/Eldercare |
| Vision Service Plan | (800) 877-7195 | VSP |

Contact the Benefits Department with Questions:

Phone: 630-942-3030

Email: benefits@cod.edu