

Full-Time Employee Benefits Summary (Management Confidential)



Welcome to Jefferson Community College, all full-time employees have an array of benefits to choose from. Please contact Human Resources at 315-786-2407 if you have any questions.

Medical and Vision Insurance

Medical and vision insurance is available at time of hire or during open enrollment, June 1-June 30 of each year with a July 1 start date.

Administrator: Jefferson Lewis Healthcare Plan
Insurance Carrier: UMR

Dental Insurance

Dental insurance is available at time of hire or during open enrollment, November 1-November 30 of each year with a January 1 start date.

Administrator: Benefits Services Group
Insurance Carrier: Ameritas/Business Council

Mandatory Retirement

Full-time employees have the option to choose between NYSLRS, NYSTRS, or ORP. It is mandatory for all full-time employees to choose one. The amount deducted each pay is a percentage based on your salary. The College also contributes a percentage on your behalf.

Other Retirement Options

There are many options to choose to save for retirement. You can start this process at any time during your employment at the College. The options are as follows: SUNY Voluntary Savings 403(b) Plan Traditional (pre-tax deductions), NYS Deferred Compensation 457 Plan Traditional (pre-tax deductions), and Roth Savings options (after-tax deductions) for both 403(b) and 457 Plans.

Long Term Disability

Long term disability is available at time of hire and is paid by the College on your behalf.

Administrator: Benefits Services Group
Insurance Carrier: Guardian

Optional Long Term Disability

Optional LTD is a buy-up of the above plan, and is available at time of hire or during open enrollment, June 1-June 30 with a July 1 start date. The cost is based upon your age and salary, and will be deducted from your pay bi-weekly.

Administrator: Benefits Services Group
Insurance Carrier: Guardian

Life Insurance

Life insurance is only available for full-time employees. It is available at time of hire and is paid by the College on your behalf.

Administrator: Benefits Services Group
Insurance Carrier: Guardian

Optional Life Insurance

Optional Life Insurance is available at time of hire or during open enrollment, June 1-June 30 with a July 1 start date. The cost is based upon your age and amount you purchase, and will be deducted from your pay bi-weekly.

Administrator: Benefits Services Group
Insurance Carrier: Guardian

Flexible Spending Account (FSA)

FSA is available during open enrollment only, November 1-November 30 of each year with a January 1 start date.

Administrator: Benefits Services Group

Dependent Care Account (DC)

DC is available during open enrollment only, November 1-November 30 of each year with a January 1 start date.

Administrator: Benefits Services Group