



Fulton-Montgomery
Community College

FMCC MANAGEMENT CONFIDENTIAL —FRINGE BENEFITS



Health Insurance: Option to enroll in our health insurance plan: NY44 Trust (MVP network). College pays 90% of premium.

- Managerial Confidential staff who are covered by health insurance from another source and who elect not to receive health insurance offered by the College shall receive \$1,250.00 for electing not to receive an individual plan and \$2,500.00 for electing not to receive a family plan.

Vision Care: Benefits offset costs for exams, frames, lenses, and other services.

Retirement: New York State Employees Retirement (employee contributes 3% of gross pay).

Day Care: Dependents are eligible for affordable, on-campus day care provided by the YMCA.

Student Loan Forgiveness: FM participates in the Federal Student Public Service Loan Forgiveness Program and eligible staff may have certain federal loans waived.

Sick Leave: Annual sick day credit shall be 15 days with an allowable total accumulation of not more than 220 days. This amount is prorated during first year.

Personal Leave: 5 days per contract year. This amount is prorated during first year.

Vacation Leave: 20 days per contract year. This amount is prorated during first year.

Bereavement Leave: 3 consecutive days per year.

Holidays: 17 days—Paid Holidays per year.

Tuition Waiver: Employee and employee dependents are granted tuition-free entrance to FMCC credit and non-credit courses.

Life Insurance: No Cost—Coverage is two times current salary.

Please refer to the Managerial Confidential Personnel Policy Manual for full details of these and other benefits and policies.