York College of Pennsylvania provides a comprehensive benefits package that includes choices designed to meet your benefit needs. We work hard to offer plans that are affordable and responsive to your lifestyle. Your benefits are the College’s way of saying “thank you” for your commitment and dedication. Our benefit plans include:

- Freedom of plan selection and doctor choice
- Tax advantages through pre-tax payroll deductions
- Competitive cost sharing

### Medical Benefits

There are two medical plan options, including prescription drug benefits, offered through Highmark BlueShield:

- **PPOBlue Plan** includes lower deductibles and out-of-pocket amounts with higher employee contributions;
- **PPOBlue HDHP Plan** includes higher deductibles and out-of-pocket amounts with lower employee payroll contributions.

A PNC Bank Health Savings Account (HSA) is available to you if you are enrolled in a high deductible health plan. HSAs are tax-advantaged savings accounts for qualified medical expenses. If you are enrolled in the PPOBlue HDHP Plan, York College will make an initial contribution to your HSA.

**Medical Waiver Bonus:** If you waive medical/prescription coverage, you will receive a per pay waiver bonus. Please note you are required to provide evidence of other medical coverage.

### Dental Benefits

There is one dental plan option offered through Delta Dental—a Dental PPO Plan. The Dental PPO Plan provides comprehensive dental coverage and includes orthodontia coverage for children and adults.

### Vision Benefits

The vision plan offered through NVA provides comprehensive coverage for exams and eyewear.

### Basic Life and AD&D Insurance

This company-paid coverage provides employees with equal amounts of life and AD&D coverage of one and a half times (1.5x) annual basic earnings up to $150,000 through Cigna. Employees may also purchase additional voluntary life and AD&D coverage.

### Disability Benefits

Short-term and long-term disability benefits are provided to full-time employees by York College at no cost to you.

### Flexible Spending Accounts

York College allows employees to redirect a portion of their pay, through pre-tax payroll deductions into Flexible Spending Accounts (FSAs). There are three FSA options available to you:

1. Health Care FSA for eligible medical, dental and vision expenses (cannot be used in conjunction with Health Savings Account)
2. Limited Purpose FSA for eligible dental and vision expenses only (can be used with in conjunction with Health Savings Account)
3. Dependent Care FSA for eligible dependent day care expenses.

### Retirement Savings Plan

The 403(b) Plan through TIAA is available for payroll periods beginning on or after the date the employee first completes one hour of service. The plan includes voluntary pre-tax employee contributions and an employer match component. Employer match component is dependent on employee eligibility.

### Other Benefits:

- Employee Assistance Program (EAP)
- Voluntary Group Legal Plan
- Voluntary Credit Monitoring and Identity Theft Insurance
- Voluntary Long Term Care Insurance
- Voluntary Aflac Supplemental Insurance
- Vacation / Holidays
- Tuition Exchange and Remission Program

**PLEASE NOTE:** Eligibility varies by position and line of coverage. For specific details regarding your eligibility for benefits, please contact Human Resources.