

# HEALTH AND PENSION BENEFITS

All state employees share the same health and pension benefits as negotiated by the State Employees Bargaining Agent Coalition (SEBAC). Our current agreement lasts until 2027. What follows is a brief summary of the health and pension benefits. More comprehensive information is available from your college Human Resources office or from the Comptroller's website: <http://www.osc.ct.gov>.

## Health Benefits

The State offers a choice of plans at varying cost to the employee, depending on the plan and type of coverage (individual, family). Employees will pay less if they choose managed care or preferred provider plans. Those who wish to have the traditional indemnity plan may pay higher costs. Over time, all plans will gradually increase co-pays for office visits and most plans will gradually raise the monthly premiums.

Part-time employees scheduled to work at least 17.5 hours per week receive the same health insurance coverage as full-time employees. Those who work less than 17.5 hours may buy health insurance at the group rate.

## Pension Benefits

Both full-time and part-time employees are in a pension program. Three options are open to all employees: the State Employees Retirement System (SERS), the alternate retirement plan (ARP), and the Hybrid Plan. A fourth option, available only to those already enrolled in it, is the Teachers Retirement System (TRS). The program you choose will depend on your own unique circumstances.

Those who do not make a choice are enrolled in SERS. If you are not sure which plan you selected, check your pay stub. Your plan should be listed at the bottom under the heading "Pre-Tax Deductions."

## Key features of each plan are listed below:

- **SERS:** A defined benefit plan — benefits based on years of service and earnings. All employees are eligible. There is a 5-year vesting. If hired between 1984-1997, there is no employee contribution. If hired after July 1, 1997, there is a 2% employee contribution. The employee contributions for all Tiers will increase 1.5% on 7/1/17 and an additional 0.5% beginning 7/1/19.
- **ARP:** An Income-earning investment plan — benefits are based on contributions and income earned by the selected plan. All employees are eligible. There is immediate vesting, but you do not access the full funds until retirement. State contribution 7.25%, employee 5% (can add .75%) starting 7/1/2017. State contribution 7%, employee 6% starting 7/1/2019. All income earned by the plan is tax-deferred.
- **Hybrid Plan:** A defined-benefit plan with a choice upon retirement to take the defined benefit amount or to "cash out", that is receive a lump sum return of the employee's contribution plus a 5% employer match and 4% interest. Employee contributions increase 1.5% on 7/1/17 and an additional 0.5% beginning 7/1/19
- **Teachers Retirement System (TRS):** A defined benefit plan — benefits are based on years of service and income. Participants must already be enrolled in the plan to have their earnings in the community college system credited.

For more complete information contact  
your college Human Resources office or visit <http://www.osc.ct.gov>.



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