



**EMPLOYEE BENEFITS
PROGRAM
2015-2016**

**FULL-TIME PERMANENT
EMPLOYEE BENEFITS PROGRAM**

<u>BENEFIT</u>	<u>WHO PAYS</u>	<u>ELIGIBILITY</u>	<u>AVAILABILITY</u>
Vacation (Administrative and Support Personnel Only)	College	0-4 years 5-9 years 10-14 years 15-19 years Over 20 years	1 day per month 1.25 days per month 1.50 days per month 1.75 days per month 2 days per month (maximum 60 days per year)
Holidays	College	Immediately	10 days per year
Closed Days	College	Immediately	5 days per year
Sick Leave	College	Immediately	1 day per month
Sick Leave Bank	Employee	Apply and contribute 5 sick days	May draw up to 15 days
Court Attendance	College	Documentation	Full Pay
Military Leave	College	Prior approval documentation	21 days per year
Maternity Leave	Employee	Prior approval	Up to 1 year
Emergency Leave	College	Notification (non-faculty)	3 days per year (Faculty – 0 days)
Personal Leave	College	Prior Approval	2 days per year – Staff 5 days per year – Faculty
Leave of Absence	Employee	Prior approval/Chancellor	Up to 1 year
Medical Insurance (Employee)	College/Employee	Immediately or Open Enrollment	PEEHIP or HMO \$15/month*
Medical Insurance (Family)	College/Employee	Immediately or Open Enrollment	PEEHIP or HMO \$177/month*

* \$50/month if employee and/or spouse uses tobacco products		<u>Single</u>	<u>Member +</u>	<u>Member, Spouse</u>
* \$50/month if employee and/or spouse does not complete Wellness requirements	Out-of-Pocket	\$15	<u>Children</u>	<u>+ Children</u>
	State Allocation	\$714	\$177	\$202
	Total Premium	\$729	\$714	\$714
			\$891	\$916

<u>BENEFIT</u>	<u>WHO PAYS</u>	<u>ELIGIBILITY</u>	<u>AVAILABILITY</u>
Supplemental Insurance	Employee	Immediately or	Southland
Cancer (Individual or Family)		Open Enrollment	\$38 per month
Indemnity (Individual or Family)			\$38 per month
Dental (Individual)			\$38 per month
Dental (Family)			\$45 per month
Vision (Individual or Family)			\$38 per month
Life Insurance	College	Immediately	\$15,000
		After 1 year	(H20 – H35 prorated) 1 x Annual Salary
Health Care Flexible Account	Employee	Immediately	PEEHIP
Retirement	Employee	Immediately Vested in 10 years	See Chart on Back
RSA-1 Deferred Compensation Plan	Employee	Immediately	Retirement Systems of Alabama
Tuition Reimbursement	College	Full-time & H-35 Employees & Dependents	After 1 yr - 1/3 waiver of tuition After 2 yrs - 2/3 waiver of tuition After 3 yrs - Full waiver of tuition
Wellness Program	College	Immediately	Located in Gym

Note: An employee is considered full-time, permanent if he/she is working over 20 hours per week in a permanent position. Part-time employees and temporary employees should contact Human Resources and/or Payroll for eligibility of benefits.

New Hire Retirement Comparison

	Tier 1 Employee	Tier 2 Employee
Date of Employment	Prior to January 1, 2013	On or after January 1, 2013
Member Contribution Rate	7.5% for Regular Employees 8.5% for FLC* Employees	6.0% for Regular Employees 7.0% for FLC* Employees
Employer Contribution Rate	11.94%	10.84%
Retirement Eligibility	25 years of service at any age 10 years of service at the age of 60	No 25 year retirement 10 years of service at the age of 62 (56 for FLC* employees)
Retirement Factor	2.0125%	1.6500%
Average Final Salary	Average of the highest three years out of the last ten years	Average of the highest five years out of the last ten years
Benefit Cap	None	80% of Average Final Salary
Retirement Contributions on Overtime Pay	Earnable compensation cannot exceed 120% of base pay	Earnable compensation cannot exceed 125% of base pay
Sick Leave Conversion	Yes	No
FLC* Bonus Year	Yes	No

*Firefighters, Law Enforcement and Correctional Officers