

# SHELTON STATE COMMUNITY COLLEGE

## Employee Benefits Overview



# FULL-TIME EMPLOYEE BENEFITS QUICK FACT SHEET

## Medical - PEEHIP Health Insurance (BC/BS or Viva Health HMO)

- Monthly out-of-pocket cost is \$30 for single coverage, \$207 for family without spouse coverage, \$282 for employee + spouse coverage, \$307 for family with spouse coverage (includes spousal surcharge).

Effective October 1, 2015:

Tobacco Premium	Wellness Premium
Member \$ 50	Member \$ 50
Spouse \$ 50	Spouse \$ 50

- Convenient payroll deduction for optional employee paid supplemental insurance (Hospital Indemnity, Vision, Dental, Cancer, Disability, Accidental Death and Dismemberment, Voluntary Group Life, etc.)

## Retirement – Teachers Retirement Savings (TRS)

- Employer contribution rate for Tier 1 employees for retirement is 12.43% of gross earnings (Employee contribution 7.5% of gross earnings). Tier 2 employee's employer contribution rate for retirement is 11.34% of gross earnings (Employee contribution 6.00% of gross earnings)
  - Tier 1 employees – members with any service on or prior to January 1, 2013
  - Tier 2 employees – members hired on or after January 1, 2013

## Paid leaves

- Fifteen (15) paid holidays per year
- Four and ½ day work week (40 hours) for staff with limited choice of work schedule (limited choice of start time and lunch time). Full-time faculty work a minimum of 35 hours per week.
- Twelve (12) sick leave days per year
- Annual leave for staff as follows:
  - 0-4 years 1.00 day per month (8 hours)
  - 5-9 years 1.25 days per month (10 hours)
  - 10-14 years 1.50 days per month (12 hours)
  - 15-19 years 1.75 days per month (14 hours)
  - 20-above 2.00 days per month (16 hours)
- Five (5) personal days leave per year for full-time faculty (Faculty do not receive annual leave)
- Two (2) personal days per year for staff
- Employer pays insurance allocation (\$800 per month) while on unpaid Family Medical Leave. You pay out-of-pocket (\$30/mo. for single coverage, \$207/mo. for family coverage without spouse, \$307/mo. for family coverage with spouse)
- Twelve (12) to twenty four (24) days of annual leave per year for staff, depending on years of service
- Paid military leave (168 hours per year)
- Paid administrative leave for jury duty or court summons
- Prorated annual leave for H-schedule (20 hours but less than 40 hours per week) employees

## Employee Tuition Assistance

- Tuition Assistance Program for full-time employees
  - 1/3 tuition waiver after one year of employment
  - 2/3 tuition waiver after two years
  - Full tuition waiver after three years

## Travel

- Paid job-related Professional Development Training
- Paid registration, expenses, and travel to selected conferences, workshops, and seminars

## Other Benefits

- Paid memberships in selected job-related professional associations
- Free parking
- Overtime pay or compensatory time off for non-exempt employees at 1 ½ times the normal rate for hours worked over 40
- Convenient direct deposit of pay and emailed pay statements